

From: [Smith, Judy](#)
To: ["Davis, Leisha DeHart"](#)
Cc: [Carpenter, Todd](#)
Subject: FW: PowerPoint
Date: Tuesday, April 02, 2019 2:00:04 PM
Attachments: [Gastonia Results 03.29.19.pptx](#)

Leisha,

Did you guys get a chance to do a summary of all of the meetings with suggestions?

Thanks!

Judy Smith
City of Gastonia
Director of Human Resources
P O Box 1748
Gastonia, NC 28053-1748
704-866-6786
704-836-0022 Fax

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Friday, March 29, 2019 10:47 AM
To: Smith, Judy <judys@cityofgastonia.com>
Subject: Re: PowerPoint

From: "Smith, Judy" <judys@cityofgastonia.com>
Date: Friday, March 29, 2019 at 10:42 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: PowerPoint

OK....THANKS!

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Friday, March 29, 2019 10:39 AM
To: Smith, Judy <judys@cityofgastonia.com>
Subject: Re: PowerPoint

They are still in their focus groups, so I may just be sending you what I've got right now. I'll walk over shortly.

From: "Smith, Judy" <judys@cityofgastonia.com>
Date: Friday, March 29, 2019 at 10:38 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: PowerPoint

Thanks!

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Friday, March 29, 2019 9:47 AM
To: Smith, Judy <judys@cityofgastonia.com>
Subject: PowerPoint

Judy, Katie and Maddi and I are meeting right after their 9:30 ams to compare notes so that I can update the powerpoint for the department head meeting. Will send then.



Local Government
Workplaces Initiative



UNC

SCHOOL OF
GOVERNMENT

City of Gastonia Employee Survey Results



Overview

- Refresh on results
- Highlights of focus groups conducted thus far
- Talk next steps

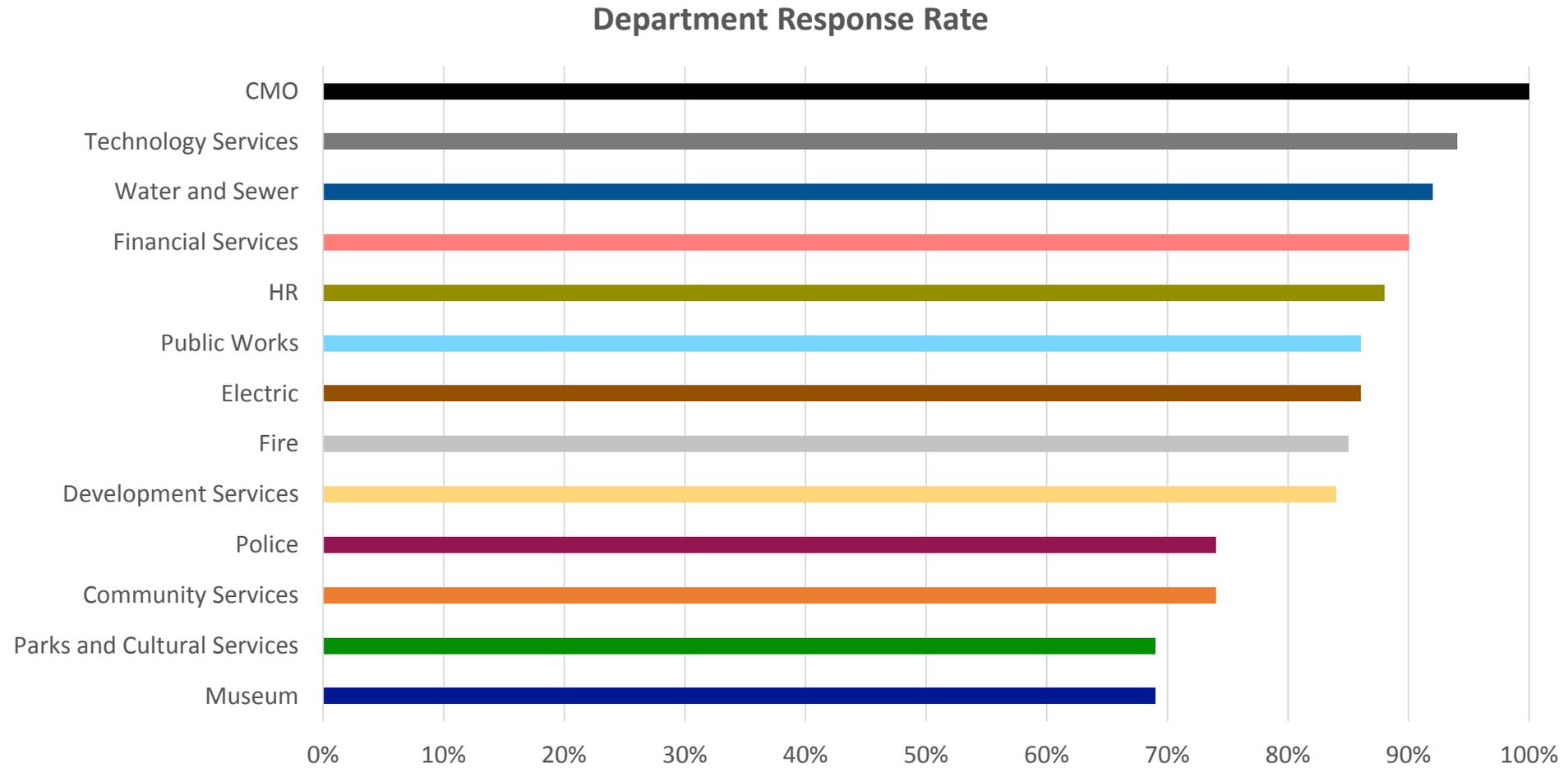


Research Design

- Survey of all city employees
 - Email
 - Onsite computer labs with assistance
- 82% response rate
- Response rates ranged from 69% (Museum) to 100% (CMO)



Response Rates by Department





Understanding Categories

- Individual survey items
 - Excellent, Good, Room for Improvement
 - 80-20 Rule
 - More than 80 percent positive AND less than 80 percent negative (excellent)
 - More than 80 percent positive OR less than 80 percent negative (good)
 - Less than 80 percent positive AND more than 80 percent negative (room for improvement)
- Categories of questions
 - Highlights (good or excellent)
 - Hotspots (room for improvement)
 - Mixed results (good/excellent with room for improvement)

Highlights

- Engagement
- Organizational Identification
- Teamwork
- Trust in Management
- Turnover Intentions

Hotspots

- Centralization
- Silence
- Voice
- Workplace Civility

Focus Group Patterns

- Inconsistency within departments based on who you know
- Micromanagement
 - Decisions second-guessed
 - Expertise not recognized
- Lack of input on decisions affecting employees
 - Software
 - Process improvements
- Top-down top-heavy
 - Lots of meetings where relevant staff are not included
 - Creates reaction rather than proactivity

From: [Falls, Jessica](#)
To: [Davis, Leisha DeHart](#)
Subject: RE: Focus Groups 3 and 4 to Interpret Gastonia Survey Results
Date: Thursday, March 28, 2019 2:15:37 PM

Good afternoon,

Yes, I would be interested in attending this focus group. Where will it be located?

Thank you,

Jessica Falls

Financial Analyst | City of Gastonia

P.O. Box 1748

Gastonia, NC 28053

(704) 866-6710 p | (704) 869-1939 f

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Wednesday, March 27, 2019 10:52 AM
To: Davis, Leisha DeHart <ldehart@sog.unc.edu>
Subject: Focus Groups 3 and 4 to Interpret Gastonia Survey Results

You are receiving this email because you have been randomly invited to participate in a focus group that follows up on the City of Gastonia Employee Survey. **If you are interested in participating, please reply yes to this email.**

Some information about the focus group:

- The focus groups seek to **solicit employee input** on what the survey results mean and **how the City can improve** as a result;
- The focus group will be on this **Friday, March 29th, at 9:30 am**, location forthcoming.
- Your participation is **voluntary and confidential**; we will not disclose focus group participants to City of Gastonia managers;
- The focus group will take between **60 and 75 minutes** during work hours;
- **Patterns of results** from focus groups will be added to the final PowerPoint report to the City of Gastonia.

Please let me know if you have any questions about this invitation. I can be reached at ldd@unc.edu or 785-766-1554 (mobile).

[Leisha DeHart-Davis, PhD](#)

Professor of Public Administration and Government
School of Government
University of North Carolina-Chapel Hill
Cell: (785) 766-1554
Office Phone: (919)966-4189

From: [Smith, Judy](#)
To: "[Davis, Leisha DeHart](#)"
Subject: RE: Focus Groups 3 and 4 to Interpret Gastonia Survey Results
Date: Wednesday, March 27, 2019 3:14:27 PM

Thank you!

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Wednesday, March 27, 2019 11:43 AM
To: Smith, Judy <judys@cityofgastonia.com>
Subject: FW: Focus Groups 3 and 4 to Interpret Gastonia Survey Results

FYI

From: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Date: Wednesday, March 27, 2019 at 10:54 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: Focus Groups 3 and 4 to Interpret Gastonia Survey Results

You are receiving this email because you have been randomly invited to participate in a focus group that follows up on the City of Gastonia Employee Survey. **If you are interested in participating, please reply yes to this email.**

Some information about the focus group:

- The focus groups seek to **solicit employee input** on what the survey results mean and **how the City can improve** as a result;
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Please let me know if you have any questions about this invitation. I can be reached at ldd@unc.edu or 785-766-1554 (mobile).

[Leisha DeHart-Davis, PhD](#)
Professor of Public Administration and Government
School of Government

University of North Carolina-Chapel Hill
Cell: (785) 766-1554
Office Phone: (919)966-4189

From: [Smith, Judy](#)
To: ["Davis, Leisha DeHart"](#)
Subject: FW: Employee Survey
Date: Saturday, January 26, 2019 9:37:57 AM

Leisha,

Todd and I have discussed what items we believe the City needs to work on improving based on the employee survey. In the email below, we listed it two ways. The first option seems to be redundant because there is a lot of overlap between civility, voice and silence. The second option was a little more concise. We would like to get your thoughts on this on Tuesday during our conference call.

We apologize we did not get the information to you by Thursday as promised.

We look forward to talking to you on Tuesday.

Judy Smith
Director of Human Resources
City of Gastonia
P O Box 1748
Gastonia, NC 28053-1748
704-866-6786
704-836-0022 Fax

From: Smith, Judy
Sent: Friday, January 25, 2019 5:22 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Employee Survey

Todd,

Is this what you are looking for?

Employee Survey – items to be addressed first

1. Civility – How can the City of Gastonia create an environment that ensures all employees' ideas and opinions are valued? How can the City of Gastonia reassure employees they are trusted to make judgments that are allowed within their position? How can the City empower employees' to deal with disrespect in the workplace and improve their comfort level with reporting inappropriate treatment?
2. Voice – How can the City of Gastonia ensure opportunities are being given to employees to

provide opinions on workplace issues and ensure timely responses are made?

3. Silence – How can the City of Gastonia encourage all employees to feel comfortable expressing opinions, suggestions, ideas for improvement, and asking questions when additional information is desired?

Some of this does feel a little redundant if I try to break it down the way UNC School of Government did. So...it tried to combine it into one:

How can the City of Gastonia create an environment that ensures employees:

- feel trusted to perform their job and make judgments within their scope of responsibility
- are respected
- are provided with opportunities to provide their opinions and shown their ideas and opinions are valued

prove

Judy Smith

Director of Human Resources

City of Gastonia

P O Box 1748

Gastonia, NC 28053-1748

704-866-6786

704-836-0022 Fax

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: Gastonia Employee Survey Highpoints
Date: Tuesday, January 15, 2019 4:29:10 PM

No but I'm available Friday anytime or next Tuesday afternoon.

Todd

-----Original Message-----

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Tuesday, January 15, 2019 4:23 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Gastonia Employee Survey Highpoints

Yep, let's do it! Are you available Thursday afternoon?

On 1/15/19, 4:21 PM, "Carpenter, Todd" <vtcarpenter@cityofgastonia.com> wrote:

I'm sorry. I know you have been dealing with this for a while. How are you feeling this week? Do you still want to try to have a phone call?

Todd

-----Original Message-----

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Thursday, January 10, 2019 10:43 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Gastonia Employee Survey Highpoints

Let's shoot for next week.

So here's the scoop, more info than you need, but it's the story. I have [REDACTED]. I think I got it two years ago on a flight back from Denmark.

I am NOT contagious, but am in isolation until Monday. I've just started medication and am hoping (and in my head feeling like) my voice is slowly coming back. I feel not one whit sick, it's just that my voice has been gone. And by gone, I mean like a freight train, gone like yesterday.

I'm looking forward to hearing your questions and getting this show on the road! If you have particulars you want to address during our phone call next week, shoot me an email so we can prepare.

Thanks, Todd! Hopefully when we meet in person, I will be back to normal.

On 1/9/19, 10:20 PM, "Carpenter, Todd" <vtcarpenter@cityofgastonia.com> wrote:

Leisha

How are you doing. I don't want to risk you hurting your voice more. You let me know when you are up to it and we will get together however we need to.

Thanks
Todd

Sent from my iPad

> On Jan 7, 2019, at 5:52 PM, Davis, Leisha DeHart <ldehart@sog.unc.edu> wrote:

>

> One thing we could do is have an Adobe Connect session. You'll see me and I can wear a voice amplifier.

We can talk through your comments.

>

> On 1/2/19, 9:11 PM, "Davis, Leisha DeHart" <ldehart@sog.unc.edu> wrote:

>

> I understand completely, particularly if department heads can figure out who has said what. I'll keep you posted on my voice, there may be a light at the end of the tunnel.

>

> On 1/2/19, 9:09 PM, "Carpenter, Todd" <vtcarpenter@cityofgastonia.com> wrote:

>

> Leisha

>

> I'm very sorry you are having such a time with your voice. I have a lot of questions. I'll compile an email tomorrow or Friday for you. As soon as you can talk let's do so.

>

> I'm not sure I agree with sending comments to department heads. I definitely would like to discuss this.

>

> Todd

>

>

>

> Sent from the road

>

>

> ----- Original message -----

> From: "Davis, Leisha DeHart" <ldehart@sog.unc.edu>

> Date: 1/2/19 1:27 PM (GMT-05:00)

> To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>

> Subject: Declined: Gastonia Employee Survey Highpoints

>

> Happy New Year, Todd. I need to cancel our meeting for tomorrow. My voice is now completely gone. On the upside, I'm hoping to have this resolved soon.

> My plan for tomorrow was to talk through some comparative highlights I've seen, ask you some questions and talk through next steps. So here is all of that, in written form:

> Comparative Highlights

> **Only 19 percent of Gastonia employees say that they are thinking about leaving, compared with 33 percent of employees in another jurisdiction recently asked the same question. This is a new question we will be repeating with a county in Spring 2019, so you will have more comparison data then;

> **The average Gastonia employee indicated leaving in roughly 6 to 10 years (this was a response category); of five other NC local governments surveyed in the past two years, the average response was closer to three to five years;

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> Let me know if there are other comparisons you would like to see with other jurisdictions.

> Questions for You

> Based on the survey data and comments, as well as your organizational knowledge, are there organization-wide priority areas you would like to see examined in the follow-up small group work?

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> We can do three small groups for you when we come, so you might want one organization-wide and two departmental groups. Or two org and one departmental.

> Suggested Next Steps

> ** (If not already done) send survey results and comments to department heads. Ask them for reactions and questions. Also ask if there are any particular results they would like to work on and what resources they would need to do so.

> ** Schedule our day to come out for follow-up work.

> That's it for now, please let me know if you have any questions!

>

>

>

>

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: Gastonia Employee Survey Highpoints
Date: Tuesday, January 15, 2019 4:21:36 PM

I'm sorry. I know you have been dealing with this for a while. How are you feeling this week? Do you still want to try to have a phone call?

Todd

-----Original Message-----

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Thursday, January 10, 2019 10:43 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Gastonia Employee Survey Highpoints

Let's shoot for next week.

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> Date: 1/2/19 1:27 PM (GMT-05:00)

> To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>

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>

>

>

>

>

From: [Carpenter, Todd](#)
To: [Davis, Leisha DeHart](#)
Subject: Re: Gastonia Employee Survey Highpoints
Date: Wednesday, January 09, 2019 10:20:56 PM

Leisha

How are you doing. I don't want to risk you hurting your voice more. You let me know when you are up to it and we will get together however we need to.

Thanks
Todd

Sent from my iPad

> On Jan 7, 2019, at 5:52 PM, Davis, Leisha DeHart <ldehart@sog.unc.edu> wrote:

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> Todd

>

>

>

> Sent from the road

>

>

> ----- Original message -----

> From: "Davis, Leisha DeHart" <ldehart@sog.unc.edu>

> Date: 1/2/19 1:27 PM (GMT-05:00)

> To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>

> Subject: Declined: Gastonia Employee Survey Highpoints

>

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- > **Schedule our day to come out for follow-up work.
- > That's it for now, please let me know if you have any questions!
- >
- >
- >
- >
- >

From: [Carpenter, Todd](#)
To: [Davis, Leisha DeHart](#)
Subject: Re: Declined: Gastonia Employee Survey Highpoints
Date: Wednesday, January 02, 2019 9:09:39 PM

Leisha

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I'm not sure I agree with sending comments to department heads. I definitely would like to discuss this.

Todd

Sent from the road

----- Original message -----

From: "Davis, Leisha DeHart" <ldehart@sog.unc.edu>
Date: 1/2/19 1:27 PM (GMT-05:00)
To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Subject: Declined: Gastonia Employee Survey Highpoints

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Questions for You

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Based on the survey data and comments, as well as your organizational knowledge, are there **departmental priority areas** you would like to see examined in the follow-up small group work?

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Suggested Next Steps

** (If not already done) send survey results and comments to department heads. Ask them for reactions and questions. Also ask if there are any particular results they would like to work on and what resources they would need to do so.

** Schedule our day to come out for follow-up work.

That's it for now, please let me know if you have any questions!

From: [Carpenter, Todd](#)
To: [Leisha DeHart Davis](#)
Subject: Gastonia Employee Survey Highpoints
Date: Sunday, December 23, 2018 8:35:30 PM
Attachments: [attachment.ics](#)

When: Jan 3, 2019 9:00:00 AM

--

I'll call You.

From: [Smith, Judy](#)
To: ["fielykm@live.unc.edu"](mailto:fielykm@live.unc.edu)
Cc: [Davis, Leisha DeHart](#)
Subject: FW: City of Gastonia Employee Survey compensation time
Date: Friday, November 16, 2018 2:02:01 PM

Good afternoon Katie.

Can you please check to see if Mr. James Collins completed the employee survey for the City of Gastonia? If so, I will coordinate with Payroll to make sure he receives 4 hours of vacation time.

Thanks.

Judy Smith
City of Gastonia
Director of Human Resources
P O Box 1748
Gastonia, NC 28053-1748
704-866-6786
704-836-0022 Fax

From: Denton, Dale
Sent: Friday, November 16, 2018 7:43 AM
To: Lineman, Jimmy <jimmyl@cityofgastonia.com>; Smith, Judy <judys@cityofgastonia.com>
Cc: Cloninger, Robert <Robertcl@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey compensation time

Judy,

Please see below and let me know if there's anything you need from me/us.

Thanks,
Dale

Dale Denton
Director of Public Works
City of Gastonia
704-866-6028

On Nov 16, 2018, at 7:23 AM, Lineman, Jimmy <jimmyl@cityofgastonia.com> wrote:

James Collins did not receive the 4hrs like everyone else who did the survey. He showed me his check stub this morning and it was not on there.

Jimmy

From: [Smith, Judy](#)
To: [Davis, Leisha DeHart](#)
Cc: [Smith, Teresa](#)
Subject: FW: City of Gastonia Employee Survey
Date: Tuesday, November 13, 2018 12:19:09 PM
Attachments: [RE 4 Hours Credit for Survey.msg](#)

Leisha,

I just spoke with Teresa Smith, after receiving the email from her supervisor, Lauren Hinely. Lauren was asking why Teresa didn't receive the 4 hours of vacation for completing the survey. When I spoke to Teresa this morning, she stated she couldn't remember taking the survey (and it was taken during a time she is normally at lunch). Because she couldn't remember taking the survey, she was afraid to say she wants the 4 hours of vacation time. Is there a way you could send her individual results to her to perhaps trigger her memory of taking the survey?

I have also included the emails between Leisha and Teresa as well as Caroline Davis (in my office) and Teresa.

Please let me know your thoughts on this.

Thank you.

Judy Smith
City of Gastonia
Director of Human Resources
P O Box 1748
Gastonia, NC 28053-1748
704-866-6786
704-836-0022 Fax

From: Davis, Caroline
Sent: Tuesday, November 13, 2018 11:53 AM
To: Smith, Judy <judys@cityofgastonia.com>
Subject: FW: City of Gastonia Employee Survey

Judy,

Please read the highlighted info below...

Caroline C. Davis
Human Resources Technician
carolined@cityofgastonia.com
City of Gastonia / HR Department

PO Box 1748
Gastonia, NC 28053-1748
(phone) 704.869.1012
(fax) 704.836.0022
www.cityofgastonia.com

From: Smith, Teresa
Sent: Tuesday, October 02, 2018 1:47 PM
To: Davis, Caroline <CarolineD@cityofgastonia.com>
Subject: RE: City of Gastonia Employee Survey

Thank you so much. Have a great rest day.

Thank you,
Teresa Smith
City of Gastonia
Solid Waste Division
704-869-7864

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gastonia nc

From: Davis, Caroline
Sent: Tuesday, October 02, 2018 1:38 PM
To: Smith, Teresa <teresas@cityofgastonia.com>
Subject: RE: City of Gastonia Employee Survey

I apologize. I misunderstood and assumed you had completed it. Please let me know if you have any other questions regarding the survey and I will try to direct them to the right person.

Thanks Teresa!

Caroline C. Davis
Human Resources Technician
carolined@cityofgastonia.com
City of Gastonia / HR Department
PO Box 1748
Gastonia, NC 28053-1748
(phone) 704.869.1012
(fax) 704.836.0022
www.cityofgastonia.com

From: Smith, Teresa

Sent: Tuesday, October 02, 2018 1:21 PM
To: Davis, Caroline <CarolineD@cityofgastonia.com>
Subject: RE: City of Gastonia Employee Survey

Thank you for your help. I have been trying to explain I have not taken this survey but only checked to see if this was a real email or not. Then that afternoon went to the site which did state I had completed. I do appreciate all of your help. I would not like to be registered at this time for any time off.

Thank you,
Teresa Smith
City of Gastonia
Solid Waste Division
704-869-7864

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From: Davis, Caroline
Sent: Tuesday, October 02, 2018 10:37 AM
To: Smith, Teresa <teresas@cityofgastonia.com>
Cc: Thompson, Angie <AngieT@cityofgastonia.com>; Davis, Leisha DeHart <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia Employee Survey

Teresa,

Angie forwarded this over to me because I have been handling issues pertaining to the employee survey. From the conversation below it looks like you have already completed the survey and there would be no need to retake/reset it. However, if you would like to register for the four (4) hours of vacation time please let me or Leisha know so that we can arrange for that.

Thank you,

Caroline C. Davis
Human Resources Technician
carolined@cityofgastonia.com
City of Gastonia / HR Department
PO Box 1748
Gastonia, NC 28053-1748
(phone) 704.869.1012
(fax) 704.836.0022
www.cityofgastonia.com

From: Thompson, Angie
Sent: Tuesday, October 02, 2018 10:32 AM
To: Davis, Caroline <CarolineD@cityofgastonia.com>
Subject: FW: City of Gastonia Employee Survey

Angie Thompson
City of Gastonia
Human Resources
PH: (704) 866-6858
Fax: (704) 836-0022
angiet@cityofgastonia.com

From: Smith, Teresa
Sent: Tuesday, October 02, 2018 10:24 AM
To: Thompson, Angie <AngieT@cityofgastonia.com>; Hinely, Lauren <laurenh@cityofgastonia.com>
Subject: FW: City of Gastonia Employee Survey

Good morning
Angie, could you please check on this and reset if possible for me to take this survey?

Thank you,
Teresa Smith
City of Gastonia
Solid Waste Division
704-869-7864

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on your phone or computer
gastonia nc

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Tuesday, September 25, 2018 7:57 AM
To: Smith, Teresa <teresas@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey

So would you like the four hours of vacation time.

From: "Smith, Teresa" <teresas@cityofgastonia.com>
Date: Tuesday, September 25, 2018 at 7:48 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia Employee Survey

I am on the phone a lot and must have just lost track of this. I do apologize, no I am not part time and I would not be registering for any hours. I do appreciate your time and checking on this. Have a great day.

Thank you,
Teresa Smith
City of Gastonia
Solid Waste Division
704-869-7864

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From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Tuesday, September 25, 2018 7:39 AM
To: Smith, Teresa <teresas@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey

11:47 yesterday, it looks like you answered all the questions.

From: "Smith, Teresa" <teresas@cityofgastonia.com>
Date: Tuesday, September 25, 2018 at 7:38 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia Employee Survey

When was the survey complete?

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Monday, September 24, 2018 8:57 PM
To: Smith, Teresa <teresas@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey

Hi, Teresa. I see that you've completed the survey, but it doesn't like you've registered for vacation hours (or work hours if you are part time). Was that your intent? If not, I'll send you the link for adding yourself for the hours.

From: "Smith, Teresa" <teresas@cityofgastonia.com>
Date: Monday, September 24, 2018 at 1:47 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia Employee Survey

Ms. Dehart-Davis,

Good afternoon, I have checked with my help desk to insure I could open this site. I did try this today but it came back as completed or time as up. Could you please check on this. I do apologize for not remembering finishing this.

Thank you,
Teresa Smith
City of Gastonia
Solid Waste Division
704-869-7864

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From: Leisha Dehart-Davis [<mailto:survey@qualtrics.unc.edu>]
Sent: Monday, September 24, 2018 9:02 AM
To: Smith, Teresa <teresas@cityofgastonia.com>
Subject: City of Gastonia Employee Survey

Ms. Smith:

You are invited to participate in the City of Gastonia Employee Survey of the Local Government Workplaces Initiative, a research study being conducted for the City of Gastonia by the School of Government at University of North Carolina - Chapel Hill (UNC).

The survey has two purposes. The first is to give you the opportunity to share your opinions about the City of Gastonia workplace. The second is to provide data for academic research.

[City of Gastonia Employee Survey](#)

Please do not forward this link, it is unique to your email address and allows us to correctly report results by department and organization-wide demographics.

The survey should take about 30 minutes to complete and is considered work time.

The deadline for participating in the survey is Monday, October 8th, at 5 pm.

We look forward to hearing your perspectives on the City of Gastonia workplace.

Please feel free to contact me at (919) 966-4189 or ldd@unc.edu with questions.

Additional Information

Your participation in this survey is entirely voluntary and will have no effect on your job or your relationship with your supervisor(s).

Your survey participation is confidential. We will report averages of survey results across the

organization, by department, and for broad demographic categories of employees, but never by job title or demographic categories within departments.

In the survey, you can choose to receive four hours of vacation time. The names of all survey participants choosing this option will be forwarded to HR for processing, but the contents of individual survey results will never be shared.

To protect your data, employee information will be kept separately from survey responses, with a unique identifier linking the two. Both datasets will be stored on a password-protected server at the UNC School of Government. We will also not report response distributions for any groups with fewer than ten employees.

If you have questions or concerns about your rights as a research subject you may contact the UNC Institutional Review Board at 919-966-3113 or IRB_subjects@unc.edu and reference study number 17-1930.

If the link above does not work, you can copy and paste the URL below into your internet browser: https://unc.az1.qualtrics.com/jfe/form/SV_7R4dDf1ft7KG3pH?Q_DL=cMF8SHvh9zihRAN_7R4dDf1ft7KG3pH_MLRP_ahE2Y1LeASrQPzv&Q_CHL=email

Follow the link to opt out of future emails: [Unsubscribe](#)

Leisha DeHart Davis, PhD
Professor of Public Administration and Government
School of Government
University of North Carolina-Chapel Hill
Knapp-Sanders Building
Campus Box 3330
Chapel Hill, NC 27599-3330
Cell: (785) 766-1554
Office Phone: (919) 966-4189

From: [Smith, Judy](#)
To: [Hinely, Lauren](#)
Cc: [Denton, Dale](#); [Gillis, DeeDee](#); [Carpenter, Todd](#)
Subject: RE: 4 Hours Credit for Survey
Date: Tuesday, November 13, 2018 11:53:06 AM
Attachments: [image001.png](#)
[image002.png](#)

Lauren,

We are happy to add the 4 hours of vacation time. I have sent an email to the School of Government to confirm she took the survey.

I will let you know once I have received confirmation.

Thank you.

From: Hinely, Lauren
Sent: Tuesday, November 13, 2018 8:28 AM
To: Smith, Judy
Cc: Denton, Dale ; Gillis, DeeDee ; Carpenter, Todd
Subject: 4 Hours Credit for Survey

Good morning Judy,

Teresa Smith (Emp. [REDACTED] 335-580 didn't receive her 4 hours credit for completing the survey. This was a situation where it wouldn't let her go back in and finish it but said it was complete. It is my understanding that she contacted HR as well as the lady @ the league...

Please advise.

Kind Regards,

Lauren Hinely

Assistant Division Manager of Solid Waste

City of Gastonia, North Carolina

(704) 836-0008

Download **WasteWise** by Gastonia, NC to *Never Miss a Collection again!*

Use the Waste Wizard to search if an item should be trashed, recycled, or disposed of another way.



From: [Smith, Judy](#)
To: ["Fiely, Katherine Mae"](#)
Cc: [Davis, Leisha DeHart](#)
Subject: RE: Contact Information of Gastonia Employees for Survey Compensation Time
Date: Tuesday, October 30, 2018 5:15:44 PM

Let me check on this one.

From: Fiely, Katherine Mae [mailto:fielykm@live.unc.edu]
Sent: Tuesday, October 30, 2018 10:07 AM
To: Smith, Judy <judys@cityofgastonia.com>
Cc: Davis, Leisha DeHart <ldehart@sog.unc.edu>
Subject: Re: Contact Information of Gastonia Employees for Survey Compensation Time

Good morning Ms. Smith,

Thank you for providing the numbers. For the last individual, Wanda Forrester, the number was disconnected or no longer in service, do you by chance have a second number listed for her?

Thank you,
Katie Fiely

From: Smith, Judy <judys@cityofgastonia.com>
Sent: Tuesday, October 30, 2018 9:24:38 AM
To: Fiely, Katherine Mae
Cc: Davis, Leisha DeHart
Subject: RE: Contact Information of Gastonia Employees for Survey Compensation Time

Certainly, I am happy to provide that information. I have added the phone numbers and email addresses when available beside each name.

Thanks.

Judy Smith
City of Gastonia
Director of Human Resources
P O Box 1748
Gastonia, NC 28053-1748
704-866-6786
704-836-0022 Fax

From: Fiely, Katherine Mae [mailto:fielykm@live.unc.edu]

Sent: Monday, October 29, 2018 8:55 PM

To: Smith, Judy <judys@cityofgastonia.com>

Cc: Davis, Leisha DeHart <ldehart@sog.unc.edu>

Subject: Contact Information of Gastonia Employees for Survey Compensation Time

Good Evening Ms. Smith,

The Local Government Workplace Initiative is reviewing the employees who completed the City of Gastonia Employee Survey, but chose not to request 4 hours of vacation time or pay. We are attempting to confirm that this was intentional, but if not we are correcting it. For most of the individuals I had the email addresses and was able to contact them directly, however, I need contact information for four of them. Can you please provide me the phone number of the four employees listed so I can call and determine their preference?

1. Whitesides Stewart [REDACTED]
2. Michael Rhyne [REDACTED], [REDACTED]
3. George Keeter [REDACTED]
4. Wanda Forrester [REDACTED]

Thank you,
Katie

Katherine Fiely

Master of Public Administration Candidate

University of North Carolina at Chapel Hill

E: Fielykm@live.unc.edu

T: (703)785-4415

From: [Smith, Judy](#)
To: ["Fiely, Katherine Mae"](#)
Cc: [Davis, Leisha DeHart](#)
Subject: RE: Contact Information of Gastonia Employees for Survey Compensation Time
Date: Tuesday, October 30, 2018 9:24:38 AM

Certainly, I am happy to provide that information. I have added the phone numbers and email addresses when available beside each name.

Thanks.

Judy Smith
City of Gastonia
Director of Human Resources
P O Box 1748
Gastonia, NC 28053-1748
704-866-6786
704-836-0022 Fax

From: Fiely, Katherine Mae [mailto:fielykm@live.unc.edu]
Sent: Monday, October 29, 2018 8:55 PM
To: Smith, Judy <judys@cityofgastonia.com>
Cc: Davis, Leisha DeHart <ldehart@sog.unc.edu>
Subject: Contact Information of Gastonia Employees for Survey Compensation Time

Good Evening Ms. Smith,

The Local Government Workplace Initiative is reviewing the employees who completed the City of Gastonia Employee Survey, but chose not to request 4 hours of vacation time or pay. We are attempting to confirm that this was intentional, but if not we are correcting it. For most of the individuals I had the email addresses and was able to contact them directly, however, I need contact information for four of them. Can you please provide me the phone number of the four employees listed so I can call and determine their preference?

1. Whitesides Stewart [REDACTED]
2. Michael Rhyne [REDACTED]
3. George Keeter [REDACTED]
4. Wanda Forrester [REDACTED]

Thank you,
Katie

Katherine Fiely

Master of Public Administration Candidate

University of North Carolina at Chapel Hill

E: Fielykm@live.unc.edu

T: (703)785-4415

From: [Hendrix, Wendell](#)
To: [Davis, Leisha DeHart](#)
Subject: RE: City of Gastonia Employee Survey
Date: Thursday, October 25, 2018 2:16:28 PM

Yes...

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Thursday, October 25, 2018 2:02 PM
To: Hendrix, Wendell <wendellh@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey

No. This is an old email message from about a month ago. Did it come to you as a new message?

From: "Hendrix, Wendell" <wendellh@cityofgastonia.com>
Date: Thursday, October 25, 2018 at 1:11 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia Employee Survey

I have already completed one recently, is this a second??

From: Leisha Dehart-Davis [<mailto:survey@qualtrics.unc.edu>]
Sent: Monday, September 24, 2018 9:01 AM
To: Hendrix, Wendell <wendellh@cityofgastonia.com>
Subject: City of Gastonia Employee Survey

Mr. Hendrix:

You are invited to participate in the City of Gastonia Employee Survey of the Local Government Workplaces Initiative, a research study being conducted for the City of Gastonia by the School of Government at University of North Carolina - Chapel Hill (UNC).

The survey has two purposes. The first is to give you the opportunity to share your opinions about the City of Gastonia workplace. The second is to provide data for academic research.

[City of Gastonia Employee Survey](#)

Please do not forward this link, it is unique to your email address and allows us to correctly report results by department and organization-wide demographics.

The survey should take about 30 minutes to complete and is considered work time.

The deadline for participating in the survey is Monday, October 8th, at 5 pm.

We look forward to hearing your perspectives on the City of Gastonia workplace.

Please feel free to contact me at (919) 966-4189 or ldd@unc.edu with questions.

Additional Information

Your participation in this survey is entirely voluntary and will have no effect on your job or your relationship with your supervisor(s).

Your survey participation is confidential. We will report averages of survey results across the organization, by department, and for broad demographic categories of employees, but never by job title or demographic categories within departments.

In the survey, you can choose to receive four hours of vacation time. The names of all survey participants choosing this option will be forwarded to HR for processing, but the contents of individual survey results will never be shared.

To protect your data, employee information will be kept separately from survey responses, with a unique identifier linking the two. Both datasets will be stored on a password-protected server at the UNC School of Government. We will also not report response distributions for any groups with fewer than ten employees.

If you have questions or concerns about your rights as a research subject you may contact the UNC Institutional Review Board at 919-966-3113 or IRB_subjects@unc.edu and reference study number 17-1930.

If the link above does not work, you can copy and paste the URL below into your internet browser: https://unc.az1.qualtrics.com/jfe/form/SV_7R4dDf1ft7KG3pH?Q_DL=cMF8SHvh9zihRAN_7R4dDf1ft7KG3pH_MLRP_5suTpo34DivztAN&Q_CHL=email

Follow the link to opt out of future emails: [Unsubscribe](#)

Leisha DeHart Davis, PhD
Professor of Public Administration and Government
School of Government
University of North Carolina-Chapel Hill
Knapp-Sanders Building
Campus Box 3330
Chapel Hill, NC 27599-3330
Cell: (785) 766-1554
Office Phone: (919) 966-4189

From: [Carpenter, Todd](#)
To: "[Davis, Leisha DeHart](#)"
Cc: [Fiely, Katherine Mae](#); [Maddi Powers](#)
Subject: RE: City of Gastonia Employee Survey Next Steps
Date: Friday, October 12, 2018 8:54:50 AM

Leisha,

I can't wait to see the results. Thanks for the update.

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Thursday, October 11, 2018 7:41 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Cc: Fiely, Katherine Mae <fielykm@live.unc.edu>; Maddi Powers <im.maddi.p@gmail.com>
Subject: City of Gastonia Employee Survey Next Steps

Hi, Todd. The results are in the hands of our new Tableau consultant; she will use them to create online dashboards of results. I have asked her for an estimate of how long she thinks it will take; I am guessing a week at minimum, but it could be more like two.

We will also be providing you with comments by question category and department. We have to review those to make sure they do not reveal any identities. It will make more sense to show you everything at once.

A final task will involve giving you cross-local government comparisons. This will be after the basics.

That's it for now, we will keep you posted!

From: [Carpenter, Todd](#)
To: [Davis, Leisha DeHart](#); [Fiely, Katherine Mae](#)
Subject: Re: Millie Turas Employee Survey
Date: Monday, October 08, 2018 10:16:33 PM

Not 100% but pretty good. Wouldn't you agree?

Sent from the road

----- Original message -----

From: "Davis, Leisha DeHart" <ldehart@sog.unc.edu>
Date: 10/8/18 6:54 PM (GMT-05:00)
To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>, "Fiely, Katherine Mae" <fielykm@live.unc.edu>
Subject: Re: Millie Turas Employee Survey

79 percent. We'll recalculate tomorrow.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Monday, October 8, 2018 at 3:36 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>, "Fiely, Katherine Mae" <fielykm@live.unc.edu>
Subject: RE: Millie Turas Employee Survey

Understood. Thank you both. What's the participation rate at now?

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, October 08, 2018 2:22 PM
To: Fiely, Katherine Mae <fielykm@live.unc.edu>; Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Millie Turas Employee Survey

FYI, we said midnight, Katie is right, Katie won't shut it down.

From: "Fiely, Katherine Mae" <fielykm@live.unc.edu>
Date: Monday, October 8, 2018 at 2:08 PM
To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Cc: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: Re: Millie Turas Employee Survey

Hi Todd,

Yes she should be able too. And let me her know that she can call me if she has any trouble. She has my phone number.

As for the close time Leisha may be able to provide more reference, there is no official time listed on qualtrics I believe we just want to close it tonight so we can start analysis on the data.

thanks,

Katie

From: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Sent: Monday, October 8, 2018 1:43:17 PM
To: Fiely, Katherine Mae
Cc: Davis, Leisha DeHart
Subject: RE: Millie Turas Employee Survey

Katie,

If I just forward this email to her can she take it from any PC?

Also what time does the survey end?

Todd

From: Fiely, Katherine Mae [<mailto:fielykm@live.unc.edu>]
Sent: Monday, October 08, 2018 1:18 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Cc: Davis, Leisha DeHart <ldehart@sog.unc.edu>
Subject: Millie Turas Employee Survey

Hello Todd and Leisha,

Millie Turas just got back to me about her survey. I asked if she would be willing to take the survey in the computer lab and she said she would. I will contact our Tableau specialist to add her to the dropdown menu. In the meantime, however, in case she would like to take the survey before hand I have attached the link to her survey below.

[Millie Turas City of Gastonia Employee Survey Link](#)

Thank you,
Katie Fiely

From: Fiely, Katherine Mae
Sent: Monday, October 8, 2018 11:29 AM
To: Carpenter, Todd
Cc: Davis, Leisha DeHart
Subject: Re: Employee Survey Is Coming Next Week

Good Morning Todd,

I have left a message on Millie Turas' voicemail for her to call me back related to the not being able to take the survey issue. I am not sure why the survey will not allow her to open even if she did use her husband's email address, so I would like to speak to her and see what the error message she is receiving is. If we cannot figure it out based on the message Leisha believes our best bet is to have her complete the survey in the computer lab.

I will keep you in the loop with the solution.

Thank you,
Katie Fiely

From: Davis, Leisha DeHart
Sent: Monday, October 8, 2018 11:04:46 AM
To: Fiely, Katherine Mae
Subject: Fwd: Employee Survey Is Coming Next Week

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From: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Sent: Monday, October 8, 2018 10:42:38 AM
To: Davis, Leisha DeHart
Subject: Fwd: Employee Survey Is Coming Next Week

Fyi

Sent from the road

----- Original message -----

From: Edward Turas <>
Date: 10/5/18 12:25 PM (GMT-05:00)
To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>

Subject: Re: Employee Survey Is Coming Next Week

Hi!! This is Millie Turas. I hate to bother you, but I can't get a response from the UNC contact running the survey. I had to use this gmail because I wasn't given a city email, and the survey wont recognize my attempt to participate because the gmail is associated with my husbands name. Is there anyway I can access the survey? I would like to participate if its ok. I don't want to cause any problems though, if it is too much trouble.

Thanks so much! Millie

On Tue, Sep 18, 2018 at 11:53 AM Carpenter, Todd
<vtcarpenter@cityofgastonia.com<<mailto:vtcarpenter@cityofgastonia.com>>> wrote:
City of Gastonia Employees,

A Survey is Coming and We Want to Hear from YOU!!!

The UNC School of Government is conducting an Employee Survey for the City of Gastonia. On behalf of all Senior Management, I encourage each of you to participate. The survey is being conducted so that, as an employer, we can learn what we do well and what we can improve upon so as to value you, our most important resource, better. We want your input on how our workplace can be improved and how you think and feel about working here. As a thank you for participating you will receive an extra 4 hours of vacation time or 4 extra hours of pay if you are non-fulltime.

You will receive the survey invitation on September 25. The invite will be delivered to you at the same email address you received this email, either your city email address or the personal email address on record with HR. The invitation will state that you have been invited to participate in the Local Government Workplaces Project Employee Survey, conducted by the School of Government at UNC Chapel Hill. You can take the survey from any computer or device from which you can access your email. To begin the survey click on the link provided in the email. The survey will be open from September 25 through October 8.

A few important things to know about this survey:

- ** Your participation is completely voluntary;
- ** You will be invited to participate directly in the survey by Leisha DeHart-Davis, Professor of Public Administration and Government at UNC-Chapel Hill;
- ** The survey should take about 15-20minutes of your time;
- **Your survey responses go straight to the UNC School of Government;
- ** Your survey responses are completely confidential. The UNC research team will report the results to the City in only three ways: how employees as a whole respond to each survey question (e.g.,25%

strongly agree vs. 35% strongly disagree); as averages by department; and in comments provided to us in anonymous format.

**The UNC research team will review comments to ensure their anonymity before sharing them with the City;

** You can participate during work hours. Computers, time, and a link will be made available for anyone wishing to participate at work;

**During the survey you will be asked if you would like to receive an extra 4 hours of vacation. If you check the box stating that you would, the UNC School of Government will share your name with us so that we can credit 4 hours to your vacation accrual. Only your name will be shared with the City. Your responses will remain strictly confidential;

** The School of Government will benchmark our results against the results of other participating local governments so that we can identify our strengths and opportunities for improvement.

I hope each you will take this opportunity to provide your incredibly important thoughts and opinions to the School of Government. The data they compile for us will allow us to improve our workplace and processes so that we can support you better and help you be the best you can be, do your jobs to the best of your ability, and work together to build a community where people thrive and where we proudly serve. Together let's make the City of Gastonia the employer of choice in Gaston County.

If you have any questions about why the City of Gastonia is participating or what we will do with the results, please contact me and I will be happy to answer your questions. If you have questions about the study itself, contact Professor DeHart-Davis at idd@unc.edu<<mailto:idd@unc.edu>>. If you have questions about your rights as a research participant, contact the UNC Institutional Review Board at 919-966-3113 or IRB_subjects@unc.edu<mailto:IRB_subjects@unc.edu> and reference study number 17-1930<https://irbis2.research.unc.edu/irb/index.cfm?event=home.dashboard.irbStudyManagement&irb_id=17-1930>.

Thank you all and I look forward to hearing from each of you.

Todd Carpenter
Deputy City Manager, City of Gastonia NC
Phone: 704-866-6860 Cell:704-214-9028

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: Millie Turas Employee Survey
Date: Monday, October 08, 2018 5:19:27 PM

Wonderful.

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, October 08, 2018 3:53 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>; Fiely, Katherine Mae <fielykm@live.unc.edu>
Subject: Re: Millie Turas Employee Survey

We have a solution for Millie

Get [Outlook for iOS](#)

From: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Sent: Monday, October 8, 2018 3:51 PM
To: Fiely, Katherine Mae
Cc: Davis, Leisha DeHart
Subject: RE: Millie Turas Employee Survey

Katie,

I'm hearing the Millie still can't take the survey and that you have been trying to help her. Is there anything we can do?

Todd

From: Fiely, Katherine Mae [mailto:fielykm@live.unc.edu]
Sent: Monday, October 08, 2018 1:18 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Cc: Davis, Leisha DeHart <ldehart@sog.unc.edu>
Subject: Millie Turas Employee Survey

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[Millie Turas City of Gastonia Employee Survey Link](#)

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Katie Fiely

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Sent: Monday, October 8, 2018 11:29 AM
To: Carpenter, Todd
Cc: Davis, Leisha DeHart
Subject: Re: Employee Survey Is Coming Next Week

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Sent: Monday, October 8, 2018 11:04:46 AM
To: Fiely, Katherine Mae
Subject: Fwd: Employee Survey Is Coming Next Week

Get [Outlook for iOS](#)

From: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Sent: Monday, October 8, 2018 10:42:38 AM
To: Davis, Leisha DeHart
Subject: Fwd: Employee Survey Is Coming Next Week

Fyi

Sent from the road

----- Original message -----

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Todd Carpenter
Deputy City Manager, City of Gastonia NC
Phone: 704-866-6860 Cell:704-214-9028

From: [Carpenter, Todd](#)
To: ["Fiely, Katherine Mae"](#)
Cc: [Davis, Leisha DeHart](#)
Subject: RE: Millie Turas Employee Survey
Date: Monday, October 08, 2018 3:51:16 PM

Katie,

I'm hearing the Millie still can't take the survey and that you have been trying to help her. Is there anything we can do?

Todd

From: Fiely, Katherine Mae [mailto:fielykm@live.unc.edu]
Sent: Monday, October 08, 2018 1:18 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Cc: Davis, Leisha DeHart <ldehart@sog.unc.edu>
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Phone: 704-866-6860 Cell:704-214-9028

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#); [Fiely, Katherine Mae](#)
Subject: RE: Millie Turas Employee Survey
Date: Monday, October 08, 2018 3:36:07 PM

Understood. Thank you both. What's the participation rate at now?

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, October 08, 2018 2:22 PM
To: Fiely, Katherine Mae <fielykm@live.unc.edu>; Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Millie Turas Employee Survey

FYI, we said midnight, Katie is right, Katie won't shut it down.

From: "Fiely, Katherine Mae" <fielykm@live.unc.edu>
Date: Monday, October 8, 2018 at 2:08 PM
To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Cc: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: Re: Millie Turas Employee Survey

Hi Todd,

Yes she should be able too. And let me her know that she can call me if she has any trouble. She has my phone number.

As for the close time Leisha may be able to provide more reference, there is no official time listed on qualtrics I believe we just want to close it tonight so we can start analysis on the data.

thanks,
Katie

From: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Sent: Monday, October 8, 2018 1:43:17 PM
To: Fiely, Katherine Mae
Cc: Davis, Leisha DeHart
Subject: RE: Millie Turas Employee Survey

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If I just forward this email to her can she take it from any PC?

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Feel free to give her mine

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From: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Sent: Monday, October 8, 2018 10:59 AM
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Subject: Re: Employee Survey Is Coming Next Week

Let me see if I can get you her cell number

Sent from the road

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To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
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Got it, will reach out to her if

Get Outlook for iOS<<https://aka.ms/o0ukef>>

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You will receive the survey invitation on September 25. The invite will be delivered to you at the same email address you received this email, either your city email address or the personal email address on record with HR. The invitation will state that you have been invited to participate in the Local Government Workplaces Project Employee Survey, conducted by the School of Government at UNC Chapel Hill. You can take the survey from any computer or device from which you can access your email. To begin the survey click on the link provided in the email. The survey will be open from September 25 through October 8.

A few important things to know about this survey:

** Your participation is completely voluntary;

** You will be invited to participate directly in the survey by Leisha DeHart-Davis, Professor of Public Administration and Government at UNC-Chapel Hill;

** The survey should take about 15-20minutes of your time;

**Your survey responses go straight to the UNC School of Government;

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**The UNC research team will review comments to ensure their anonymity before sharing them with the City;

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** The School of Government will benchmark our results against the results of other participating local governments so that we can identify our strengths and opportunities for improvement.

I hope each you will take this opportunity to provide your incredibly important thoughts and opinions to the School of Government. The data they compile for us will allow us to improve our workplace and processes so that we can support you better and help you be the best you can be, do your jobs to the best of your ability, and work together to build a community where people thrive and where we proudly serve. Together let's make the City of Gastonia the employer of choice in Gaston County.

If you have any questions about why the City of Gastonia is participating or what we will do with the results, please contact me and I will be happy to answer your questions. If you have questions about the study itself, contact Professor DeHart-Davis at ldd@unc.edu<<mailto:ldd@unc.edu>>. If you have questions about your rights as a research participant, contact the UNC Institutional Review Board at 919-966-3113 or IRB_subjects@unc.edu<mailto:IRB_subjects@unc.edu> and reference study number 17-1930<https://irbis2.research.unc.edu/irb/index.cfm?event=home.dashboard.irbStudyManagement&irb_id=17-1930>.

Thank you all and I look forward to hearing from each of you.

Todd Carpenter
Deputy City Manager, City of Gastonia NC
Phone: 704-866-6860 Cell:704-214-9028

From: [Carpenter, Todd](#)
To: [Davis, Leisha DeHart](#)
Subject: Re: Employee Survey Is Coming Next Week
Date: Monday, October 08, 2018 10:59:36 AM

Let me see if I can get you her cell number

Sent from the road

----- Original message -----

From: "Davis, Leisha DeHart" <ldehart@sog.unc.edu>
Date: 10/8/18 10:58 AM (GMT-05:00)
To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Subject: Re: Employee Survey Is Coming Next Week

Got it, will reach out to her if

Get [Outlook for iOS](#)

From: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Sent: Monday, October 8, 2018 10:42 AM
To: Davis, Leisha DeHart
Subject: Fwd: Employee Survey Is Coming Next Week

Fyi

Sent from the road

----- Original message -----

From: Edward Turas [REDACTED]
Date: 10/5/18 12:25 PM (GMT-05:00)
To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Subject: Re: Employee Survey Is Coming Next Week

Hi!! This is Millie Turas. I hate to bother you, but I can't get a response from the UNC contact running the survey. I had to use this gmail because I wasn't given a city email, and the survey wont recognize my attempt to participate because the gmail is associated with my husbands name. Is there anyway I can access the survey? I would like to participate if its ok. I don't want to cause any problems though, if it is too much trouble.

Thanks so much! Millie

On Tue, Sep 18, 2018 at 11:53 AM Carpenter, Todd
<vtcarpenter@cityofgastonia.com<mailto:vtcarpenter@cityofgastonia.com>> wrote:
City of Gastonia Employees,

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Thank you all and I look forward to hearing from each of you.

Todd Carpenter
Deputy City Manager, City of Gastonia NC
Phone: 704-866-6860 Cell:704-214-9028

From: [Davis, Caroline](#)
To: [Fiely, Katherine Mae](#); [Davis, Leisha DeHart](#)
Cc: [Carpenter, Todd](#)
Subject: RE: Employee Survey- City of Gastonia
Date: Monday, October 08, 2018 10:48:17 AM

Thank you, Katie!

Caroline C. Davis
Human Resources Technician
carolined@cityofgastonia.com
City of Gastonia / HR Department
PO Box 1748
Gastonia, NC 28053-1748
(phone) 704.869.1012
(fax) 704.836.0022
www.cityofgastonia.com

From: Fiely, Katherine Mae [mailto:fielykm@live.unc.edu]
Sent: Monday, October 08, 2018 10:47 AM
To: Davis, Leisha DeHart <ldehart@sog.unc.edu>; Davis, Caroline <CarolineD@cityofgastonia.com>
Cc: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Employee Survey- City of Gastonia

Good morning Leisha and Caroline,

Caleb and Carl have both been sent the survey to their updated email addresses

Thank you,
Katie Fiely

From: Davis, Leisha DeHart
Sent: Monday, October 8, 2018 10:40:03 AM
To: Davis, Caroline; Fiely, Katherine Mae
Cc: Carpenter, Todd
Subject: Re: Employee Survey- City of Gastonia

Looping Katie in

Get [Outlook for iOS](#)

From: Davis, Caroline <carolined@cityofgastonia.com>
Sent: Monday, October 8, 2018 10:00 AM
To: Davis, Leisha DeHart
Cc: Carpenter, Todd
Subject: Employee Survey- City of Gastonia

Leisha,

We had two firefighters call in this morning to let me know they haven't received the survey.

-Ormand, Lattimore Car [REDACTED] His email should be ormand_latt@cityofgastonia.com

-Cody, Caleb Brooks [REDACTED]): His email should be cody_caleb@cityofgastonia.com

It looks like we had their personal emails listed, but they are wanting them sent to their work email instead.

Thanks,

Caroline C. Davis

Human Resources Technician

carolined@cityofgastonia.com

City of Gastonia / HR Department

PO Box 1748

Gastonia, NC 28053-1748

(phone) 704.869.1012

(fax) 704.836.0022

www.cityofgastonia.com

From: [Carpenter, Todd](#)
To: [Davis, Leisha DeHart](#)
Subject: Fwd: Employee Survey Is Coming Next Week
Date: Monday, October 08, 2018 10:42:39 AM

Fyi

Sent from the road

----- Original message -----

From: Edward Turas [REDACTED] >
Date: 10/5/18 12:25 PM (GMT-05:00)
To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Subject: Re: Employee Survey Is Coming Next Week

Hi!! This is Millie Turas. I hate to bother you, but I can't get a response from the UNC contact running the survey. I had to use this gmail because I wasn't given a city email, and the survey wont recognize my attempt to participate because the gmail is associated with my husbands name. Is there anyway I can access the survey? I would like to participate if its ok. I don't want to cause any problems though, if it is too much trouble.

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If you have any questions about why the City of Gastonia is participating or what we will do with the results, please contact me and I will be happy to answer your questions. If you have questions about the study itself, contact Professor DeHart-Davis at idd@unc.edu. If you have questions about your rights as a research participant, contact the UNC Institutional Review Board at 919-966-3113 or IRB_subjects@unc.edu and reference study number [17-1930](#).

Thank you all and I look forward to hearing from each of you.

Todd Carpenter

Deputy City Manager, City of Gastonia NC

Phone: 704-866-6860 Cell:704-214-9028

From: [Davis, Caroline](#)
To: ldehart@sog.unc.edu
Cc: [Carpenter, Todd](#)
Subject: Employee Survey- City of Gastonia
Date: Monday, October 08, 2018 10:00:34 AM

Leisha,

We had two firefighters call in this morning to let me know they haven't received the survey.

-Ormand, Lattimore Carl (██████): His email should be ormand_latt@cityofgastonia.com

-Cody, Caleb Brooks (██████): His email should be cody_caleb@cityofgastonia.com

It looks like we had their personal emails listed, but they are wanting them sent to their work email instead.

Thanks,

Caroline C. Davis

Human Resources Technician

carolined@cityofgastonia.com

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(phone) 704.869.1012

(fax) 704.836.0022

www.cityofgastonia.com

From: [Smith, Judy](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: Employee survey
Date: Thursday, October 04, 2018 2:09:46 PM

Thank you!

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Thursday, October 04, 2018 1:20 PM
To: Fiely, Katherine Mae <fielykm@live.unc.edu>; Kristen Lee <lee.m.kristen@gmail.com>
Cc: Smith, Judy <judys@cityofgastonia.com>
Subject: Fwd: Employee survey

One more from the drop down menu

Get [Outlook for iOS](#)

From: Smith, Judy <judys@cityofgastonia.com>
Sent: Thursday, October 4, 2018 8:32 AM
To: Davis, Leisha DeHart
Subject: FW: Employee survey

Leisha,

Can you please add this employee to the drop down list?

Thanks!

From: Cloninger, Robert
Sent: Thursday, October 04, 2018 8:31 AM
To: Smith, Judy <judys@cityofgastonia.com>
Subject: Employee survey

Judy,

We need to add another employee to the list:

Richard Jeffery Hamm

Employee number: [REDACTED]

He tried to take it this morning, but his name was not on the drop down list.

Thank you,

Robert G. Cloninger
Division Manager of Field Operations
704-685-2244

From: [Smith, Judy](#)
To: ["Davis, Leisha DeHart"](#)
Subject: FW: Employee survey
Date: Thursday, October 04, 2018 8:32:00 AM

Leisha,

Can you please add this employee to the drop down list?

Thanks!

From: Cloninger, Robert
Sent: Thursday, October 04, 2018 8:31 AM
To: Smith, Judy <judys@cityofgastonia.com>
Subject: Employee survey

Judy,

We need to add another employee to the list:

Richard Jeffery Hamm
Employee number: [REDACTED]

He tried to take it this morning, but his name was not on the drop down list.

Thank you,

Robert G. Cloninger
Division Manager of Field Operations
704-685-2244

From: [Smith, Judy](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: Employee Survey Issue
Date: Wednesday, October 03, 2018 4:19:35 PM

Yes ma'am.

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Wednesday, October 03, 2018 3:17 PM
To: Smith, Judy <judys@cityofgastonia.com>
Subject: Re: Employee Survey Issue

Robert Kirkland in public works needs a drop down?

From: "Smith, Judy" <judys@cityofgastonia.com>
Date: Wednesday, October 3, 2018 at 3:09 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: Employee Survey Issue

Thank you!

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Wednesday, October 03, 2018 3:04 PM
To: Smith, Judy <judys@cityofgastonia.com>
Subject: Re: Employee Survey Issue

Checking

From: "Smith, Judy" <judys@cityofgastonia.com>
Date: Wednesday, October 3, 2018 at 3:03 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: Employee Survey Issue

We have a Robert Kirkland in Public Works [REDACTED] and a Robert Kirkland [REDACTED] in Sanitation. He is asking about the Robert Kirkland in Public Works [REDACTED].

From: [Smith, Judy](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: Employee Survey Issue
Date: Wednesday, October 03, 2018 3:09:29 PM

Thank you!

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Wednesday, October 03, 2018 3:04 PM
To: Smith, Judy <judys@cityofgastonia.com>
Subject: Re: Employee Survey Issue

Checking

From: "Smith, Judy" <judys@cityofgastonia.com>
Date: Wednesday, October 3, 2018 at 3:03 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: Employee Survey Issue

We have a Robert Kirkland in Public Works [REDACTED] and a Robert Kirkland [REDACTED] in Sanitation. He is asking about the Robert Kirkland in Public Works [REDACTED].

From: [Smith, Judy](#)
To: "[Davis, Leisha DeHart](#)"
Subject: RE: Employee Survey Issue
Date: Wednesday, October 03, 2018 3:03:28 PM

Yes ma'am. We have a Robert Kirkland in Public Works [REDACTED] and a Robert Kirkland [REDACTED] in Sanitation. He is asking about the Robert Kirkland in Public Works [REDACTED].

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Wednesday, October 03, 2018 3:01 PM
To: Smith, Judy <judys@cityofgastonia.com>
Subject: Re: Employee Survey Issue

Is he a dropdown menu person?

From: "Smith, Judy" <judys@cityofgastonia.com>
Date: Wednesday, October 3, 2018 at 3:00 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: FW: Employee Survey Issue

Leisha,

Can you please check on this issue for me?

From: Cloninger, Robert
Sent: Wednesday, October 03, 2018 2:02 PM
To: Smith, Judy <judys@cityofgastonia.com>
Subject: Employee Survey Issue

Judy,

We've got an employee that cannot access the survey. It is Robert Kirkland, Robert's son also works for the City and their names are the same, we suspect that is the reason why he cannot access the survey. IT said that HR was in control of the names in the drop down bow, can you look into it and see if that is why he cannot do the survey?

Robert G. Cloninger, III
City of Gastonia

Division Manager of Field Operations

Public Works Department

1300 N. Broad Street

Gastonia, NC 28054

Office: 704-869-1013

Mobile: 704-685-2244

From: [Smith, Judy](#)
To: ["Davis, Leisha DeHart"](#)
Subject: FW: Employee Survey Issue
Date: Wednesday, October 03, 2018 3:00:05 PM

Leisha,

Can you please check on this issue for me?

From: Cloninger, Robert
Sent: Wednesday, October 03, 2018 2:02 PM
To: Smith, Judy <judys@cityofgastonia.com>
Subject: Employee Survey Issue

Judy,

We've got an employee that cannot access the survey. It is Robert Kirkland, Robert's son also works for the City and their names are the same, we suspect that is the reason why he cannot access the survey. IT said that HR was in control of the names in the drop down bow, can you look into it and see if that is why he cannot do the survey?

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1300 N. Broad Street
Gastonia, NC 28054

Office: 704-869-1013
Mobile: 704-685-2244

From: [Smith, Judy](#)
To: ["Davis, Leisha DeHart"](#)
Subject: FW: employee survey
Date: Tuesday, October 02, 2018 4:53:23 PM

I am sorry....we have one more that needs to be added to the drop down list.

From: Balsom, Sonja
Sent: Tuesday, October 2, 2018 2:37 PM
To: Smith, Judy <judys@cityofgastonia.com>
Subject: FW: employee survey

Is it possible to add one more staff that seemed to be left from the original list sent to you from Brian?

ROBERT HOWELL [REDACTED]

Thank you.

Sonja Balsom
Administrative Assistant III
Office: 704.854.6668 / Fax: 704.922.0619

 *Please consider the environment before printing this email.*

From: Balsom, Sonja
Sent: Monday, October 01, 2018 4:02 PM
To: Potocki, Brian <brianp@tworiversutilities.com>
Subject: RE: employee survey

Thank you.

Sonja Balsom
Administrative Assistant III
Office: 704.854.6668 / Fax: 704.922.0619

 *Please consider the environment before printing this email.*

From: Potocki, Brian
Sent: Monday, October 01, 2018 3:59 PM
To: Balsom, Sonja <sonjab@cityofgastonia.com>
Subject: FW: employee survey

FYI—

Brian

From: Smith, Judy
Sent: Monday, October 01, 2018 1:11 PM
To: Potocki, Brian <brianp@tworiversutilities.com>
Subject: FW: employee survey

These have been added.

From: Smith, Judy
Sent: Friday, September 28, 2018 4:34 PM
To: Potocki, Brian <brianp@tworiversutilities.com>
Subject: RE: employee survey

I have asked the School of Government to add these employee names to the drop down list. I will let you know as soon as I receive a response.

From: Potocki, Brian
Sent: Friday, September 28, 2018 3:20 PM
To: Smith, Judy <judys@cityofgastonia.com>
Cc: Balsom, Sonja <sonjab@cityofgastonia.com>
Subject: FW: employee survey

Judy,

As discussed, the names in the list below are not showing in the dropdown menu. Please let us know when these get added.

Thanks,
Brian

From: Balsom, Sonja
Sent: Friday, September 28, 2018 2:52 PM
To: Potocki, Brian <brianp@tworiversutilities.com>
Subject: employee survey

████	JOHNSON III, TRACY M	11/30/1991	26.8	5170-012	TREATMENT PLANT OPERATOR I
████	LEWIS, DOUGLAS WILLIAM	7/24/2017	1.1	5170-030	TREATMENT PLANT OPERATOR I
████	LUCAS, BRENT R	8/27/2018		5170-035	TREATMENT PLANT OPERATOR I
████	MOODY, JACOB STEELE	10/16/2017	0.9	5170-023	TREATMENT PLANT OPERATOR I
████	MURRAY, JAMES D	10/15/2007	10.9	5170-032	TREATMENT PLANT OPERATOR I
████	OWENS, ERIC W	11/3/2012	5.8	5170-026	TREATMENT PLANT

					OPERATOR I
████	WEAVER, JOHNATHAN B	9/19/2016	1.9	5170-028	TREATMENT PLANT OPERATOR I
████	FORD, DERON TREMAYNE	7/25/2005	13.1	5180-022	TREATMENT PLANT OPERATOR II
████	BEACH, EARL C	6/13/1981	37.2	5200-027	TREATMENT PLANT OPERATOR III
████	DOUGHERTY, DANIEL J	11/16/1998	19.8	5200-028	TREATMENT PLANT OPERATOR III
████	FARIS, JEFFREY EUGENE	11/7/2011	6.8	5200-029	TREATMENT PLANT OPERATOR III
████	HARRIS, TIMOTHY LANE	10/24/2011	6.8	5200-030	TREATMENT PLANT OPERATOR III

Sonja Balsom
Administrative Assistant III
City of Gastonia
Two Rivers Utilities - Wastewater Treatment Division
P.O. Box 1748, Gastonia, NC 28053
3000 Old Spencer Mountain Road, Dallas, NC 28034
Office: 704.854.6668 / Fax: 704.922.0619

 *Please consider the environment before printing this email.*

From: [Campbell, Beth](#)
To: [Davis, Leisha DeHart](#)
Subject: RE: Unable to register for the 4 hours of vacation time.
Date: Tuesday, October 02, 2018 3:44:38 PM

Thank you,
Beth

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Tuesday, October 2, 2018 3:44 PM
To: Campbell, Beth <bethc@cityofgastonia.com>
Subject: Re: Unable to register for the 4 hours of vacation time.

Just added you in

From: "Campbell, Beth" <bethc@cityofgastonia.com>
Date: Tuesday, October 2, 2018 at 3:02 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: Unable to register for the 4 hours of vacation time.

I chose to receive four hours of vacation time after completing the City of Gastonia Employee survey on 9/24/18. It gave me a server error and would not let me into the survey again. I would like the four hours of vacation time. How do I register for that?

Thank you,

Beth Campbell

Administrative Assistant I

Technology Services

City of Gastonia

115 W. 2nd Ave.

Gastonia, NC 28052

704-866-6949

bethc@cityofgastonia.com



From: [Davis, Caroline](#)
To: [Smith, Teresa](#)
Cc: [Thompson, Angie](#); [Davis, Leisha DeHart](#)
Subject: RE: City of Gastonia Employee Survey
Date: Tuesday, October 02, 2018 10:37:10 AM

Teresa,

Angie forwarded this over to me because I have been handling issues pertaining to the employee survey. From the conversation below it looks like you have already completed the survey and there would be no need to retake/reset it. However, if you would like to register for the four (4) hours of vacation time please let me or Leisha know so that we can arrange for that.

Thank you,

Caroline C. Davis
Human Resources Technician
carolined@cityofgastonia.com
City of Gastonia / HR Department
PO Box 1748
Gastonia, NC 28053-1748
(phone) 704.869.1012
(fax) 704.836.0022
www.cityofgastonia.com

From: Thompson, Angie
Sent: Tuesday, October 02, 2018 10:32 AM
To: Davis, Caroline <CarolineD@cityofgastonia.com>
Subject: FW: City of Gastonia Employee Survey

Angie Thompson
City of Gastonia
Human Resources
PH: (704) 866-6858
Fax: (704) 836-0022
angiet@cityofgastonia.com

From: Smith, Teresa
Sent: Tuesday, October 02, 2018 10:24 AM
To: Thompson, Angie <AngieT@cityofgastonia.com>; Hinely, Lauren <laurenh@cityofgastonia.com>
Subject: FW: City of Gastonia Employee Survey

Good morning

Angie, could you please check on this and reset if possible for me to take this survey?

Thank you,
Teresa Smith
City of Gastonia
Solid Waste Division
704-869-7864

See what is happening with the SOLID WASTE DIVISION-Please DOWNLOAD our new Solid Waste App on your phone or computer
gastonia nc

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Tuesday, September 25, 2018 7:57 AM
To: Smith, Teresa <teresas@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey

So would you like the four hours of vacation time.

From: "Smith, Teresa" <teresas@cityofgastonia.com>
Date: Tuesday, September 25, 2018 at 7:48 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia Employee Survey

I am on the phone a lot and must have just lost track of this. I do apologize, no I am not part time and I would not be registering for any hours. I do appreciate your time and checking on this. Have a great day.

Thank you,
Teresa Smith
City of Gastonia
Solid Waste Division
704-869-7864

See what is happening with the SOLID WASTE DIVISION-Please DOWNLOAD our new Solid Waste App on your phone or computer
gastonia nc

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Tuesday, September 25, 2018 7:39 AM
To: Smith, Teresa <teresas@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey

11:47 yesterday, it looks like you answered all the questions.

From: "Smith, Teresa" <teresas@cityofgastonia.com>
Date: Tuesday, September 25, 2018 at 7:38 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia Employee Survey

When was the survey complete?

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Monday, September 24, 2018 8:57 PM
To: Smith, Teresa <teresas@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey

Hi, Teresa. I see that you've completed the survey, but it doesn't like you've registered for vacation hours (or work hours if you are part time). Was that your intent? If not, I'll send you the link for adding yourself for the hours.

From: "Smith, Teresa" <teresas@cityofgastonia.com>
Date: Monday, September 24, 2018 at 1:47 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia Employee Survey

Ms. Dehart-Davis,

Good afternoon, I have checked with my help desk to insure I could open this site. I did try this today but it came back as completed or time as up. Could you please check on this. I do apologize for not remembering finishing this.

Thank you,
Teresa Smith
City of Gastonia
Solid Waste Division
704-869-7864

See what is happening with the SOLID WASTE DIVISION-Please DOWNLOAD our new Solid Waste App on your phone or computer
gastonia nc

From: Leisha Dehart-Davis [<mailto:survey@qualtrics.unc.edu>]
Sent: Monday, September 24, 2018 9:02 AM
To: Smith, Teresa <teresas@cityofgastonia.com>
Subject: City of Gastonia Employee Survey

Ms. Smith:

You are invited to participate in the City of Gastonia Employee Survey of the Local Government Workplaces Initiative, a research study being conducted for the City of Gastonia by the School of Government at University of North Carolina - Chapel Hill (UNC).

The survey has two purposes. The first is to give you the opportunity to share your opinions about the City of Gastonia workplace. The second is to provide data for academic research.

[City of Gastonia Employee Survey](#)

Please do not forward this link, it is unique to your email address and allows us to correctly report results by department and organization-wide demographics.

The survey should take about 30 minutes to complete and is considered work time.

The deadline for participating in the survey is Monday, October 8th, at 5 pm.

We look forward to hearing your perspectives on the City of Gastonia workplace.

Please feel free to contact me at (919) 966-4189 or ldd@unc.edu with questions.

Additional Information

Your participation in this survey is entirely voluntary and will have no effect on your job or your relationship with your supervisor(s).

Your survey participation is confidential. We will report averages of survey results across the organization, by department, and for broad demographic categories of employees, but never by job title or demographic categories within departments.

In the survey, you can choose to receive four hours of vacation time. The names of all survey participants choosing this option will be forwarded to HR for processing, but the contents of individual survey results will never be shared.

To protect your data, employee information will be kept separately from survey responses, with a unique identifier linking the two. Both datasets will be stored on a password-protected server at the UNC School of Government. We will also not report response distributions for any groups with fewer than ten employees.

If you have questions or concerns about your rights as a research subject you may contact the UNC Institutional Review Board at 919-966-3113 or IRB_subjects@unc.edu and reference study number 17-1930.

If the link above does not work, you can copy and paste the URL below into your internet browser: https://unc.az1.qualtrics.com/jfe/form/SV_7R4dDf1ft7KG3pH?Q_DL=cMF8SHvh9zihRAN_7R4dDf1ft7KG3pH_MLRP_ahE2Y1LeASrQPzv&Q_CHL=email

Follow the link to opt out of future emails: [Unsubscribe](#)

Leisha DeHart Davis, PhD
Professor of Public Administration and Government
School of Government
University of North Carolina-Chapel Hill
Knapp-Sanders Building
Campus Box 3330
Chapel Hill, NC 27599-3330
Cell: (785) 766-1554
Office Phone: (919) 966-4189 ¶

From: [Luoto, David](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: City of Gastonia Employee Survey Reminder
Date: Tuesday, October 02, 2018 9:35:18 AM

Yea.....sign me up. Thanks!

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, October 01, 2018 12:01 PM
To: Luoto, David <luoto_david@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey Reminder

Hi, David. When you put your name in the external signup sheet, part-time employees will get pay, full time employees will get vacation time. Did you enter your name in the external spreadsheet? If not, do you want me to?

I'll check the language, it sounds like it's confusing. Thanks for flagging that.

From: "Luoto, David" <luoto_david@cityofgastonia.com>
Date: Monday, October 1, 2018 at 11:42 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia Employee Survey Reminder

At the end of the survey, "pay" for part time was not an option. It just asked for "vacation" time of which I am not eligible . The "vacation" time at the end did not let you go to the next option.

From: Leisha Dehart-Davis [mailto:survey@qualtrics.unc.edu]
Sent: Monday, October 01, 2018 8:00 AM
To: Luoto, David
Subject: City of Gastonia Employee Survey Reminder

Dear Mr. Luoto:

As a reminder, you are invited to participate in the City of Gastonia Employee Survey, being conducted by the Local Government Workplaces Initiative of the School of Government at the University of North Carolina - Chapel Hill (UNC).

The survey is an important opportunity to voice your perspectives on the City of Gastonia workplace. Please follow the link below to take the survey.

The deadline for participating is **Monday, October 7th, 2018**.

Follow this link to take the Survey:

[Take the Survey](#)

Or copy and paste the URL below into your internet browser:

https://unc.az1.qualtrics.com/jfe/form/SV_7R4dDf1ft7KG3pH?Q_DL=cMF8SHvh9zihRAN_7R4dDf1ft7KG3pH_MLRP_6Xt8h9a1bt7qwoB&Q_CHL=email

Please feel free to contact me at (919) 966-4189 or idd@unc.edu with questions.

Please do not forward your link to other employees, as this will result in reporting errors.

Remember that the City of Gastonia is offering vacation time or part-time employee pay to survey participants.

We look forward to hearing your perspectives on the City of Gastonia workplace.

Leisha DeHart Davis, PhD
Professor of Public Administration and Government
School of Government
University of North Carolina-Chapel Hill
Knapp-Sanders Building
Campus Box 3330
Chapel Hill, NC 27599-3330
Cell: (785) 766-1554 (yes, you can really contact me here)

From: [Carpenter, Todd](#)
To: [Carpenter, Todd](#)
Cc: [Smith, Judy](#); [Davis, Leisha DeHart](#)
Subject: Employee Survey -- Time to Take is Running Out
Date: Monday, October 01, 2018 9:36:20 PM

To All City Employees,

You are a valued employee here at the City of Gastonia and we would like to ensure that you are satisfied with your work environment. On September 24, 2018, the UNC School of Government sent an email to you with a link for you to take an employee survey. If you have a City email, it would have been sent to that email address, if not, it would have been sent to your personal email address. The email would have been from Leisha Dehart-Davis <survey@qualtrics.unc.edu>. The survey contains a series of multiple choice questions, regarding the workplace and your role here at the City of Gastonia. Please take the time to answer these questions carefully and honestly, as it is only with your help that we can create a happier and more satisfying workplace for all employees. Your responses will highlight areas with which you are satisfied and also those where there is room for improvement.

We encourage you to participate in this very important survey - **we want all of your voices heard!** We truly care about your opinion and we are offering each of you **4 hours of vacation time** (or 4 hours of paid time for non-full time employees) if you will complete the survey. Fifteen minutes of your time for four hours of vacation – now that's a pretty good deal. Please be assured that all responses remain **completely anonymous**. The School of Government is not allowed to share any individual responses with the City.

So let's get those voices heard. If you could please take the time to complete the survey and ensure your responses have been submitted as soon as possible and no later than close of business, next Monday October 8th at 5:00 p.m.

Please contact me at 6860 if you have any questions. You may also contact Judy in Human Resources at 6786. Please let us know if you didn't receive the link or if you have any difficulties participating in the survey.

Thank you to all who have already completed the survey and thank you to all who are about to.

Todd Carpenter

From: [Smith, Judy](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: employee survey
Date: Monday, October 01, 2018 1:08:07 PM

Perfect. Thank you!

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, October 01, 2018 1:05 PM
To: Smith, Judy <judys@cityofgastonia.com>
Subject: Re: employee survey

Tableau updated

From: "Smith, Judy" <judys@cityofgastonia.com>
Date: Monday, October 1, 2018 at 12:30 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: employee survey

Thank you!! I appreciate your help!

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, October 01, 2018 12:27 PM
To: Smith, Judy <judys@cityofgastonia.com>
Subject: Re: employee survey

Not yet, will light a fire.

From: "Smith, Judy" <judys@cityofgastonia.com>
Date: Monday, October 1, 2018 at 12:24 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: FW: employee survey

Good afternoon Leisha,

Were these employees added to the drop down list?

From: Smith, Judy
Sent: Friday, September 28, 2018 4:34 PM
To: 'Davis, Leisha DeHart' <ldehart@sog.unc.edu>
Subject: FW: employee survey

Leisha,

Could you please add these employee names to the drop down list so they can access their survey

from the “shared computers”?

Thanks!

*Judy Smith
Director of Human Resources
City of Gastonia
P O Box 1748
Gastonia, NC 28053-1748
704-866-6786
704-836=0022 Fax*

From: Potocki, Brian
Sent: Friday, September 28, 2018 3:20 PM
To: Smith, Judy <judys@cityofgastonia.com>
Cc: Balsom, Sonja <sonjab@cityofgastonia.com>
Subject: FW: employee survey

Judy,

As discussed, the names in the list below are not showing in the dropdown menu. Please let us know when these get added.

Thanks,
Brian

From: Balsom, Sonja
Sent: Friday, September 28, 2018 2:52 PM
To: Potocki, Brian <brianp@tworiversutilities.com>
Subject: employee survey

████	JOHNSON III, TRACY M	11/30/1991	26.8	5170-012	TREATMENT PLANT OPERATOR I
████	LEWIS, DOUGLAS WILLIAM	7/24/2017	1.1	5170-030	TREATMENT PLANT OPERATOR I
████	LUCAS, BRENT R	8/27/2018		5170-035	TREATMENT PLANT OPERATOR I
████	MOODY, JACOB STEELE	10/16/2017	0.9	5170-023	TREATMENT PLANT OPERATOR I
████	MURRAY, JAMES D	10/15/2007	10.9	5170-032	TREATMENT PLANT OPERATOR I
████	OWENS, ERIC W	11/3/2012	5.8	5170-026	TREATMENT PLANT OPERATOR I
████	WEAVER, JOHNATHAN B	9/19/2016	1.9	5170-028	TREATMENT PLANT OPERATOR I
████	FORD, DERON	7/25/2005	13.1	5180-022	TREATMENT PLANT

	TREMAYNE				OPERATOR II
████	BEACH, EARL C	6/13/1981	37.2	5200-027	TREATMENT PLANT OPERATOR III
████	DOUGHERTY, DANIEL J	11/16/1998	19.8	5200-028	TREATMENT PLANT OPERATOR III
████	FARIS, JEFFREY EUGENE	11/7/2011	6.8	5200-029	TREATMENT PLANT OPERATOR III
████	HARRIS, TIMOTHY LANE	10/24/2011	6.8	5200-030	TREATMENT PLANT OPERATOR III

Sonja Balsom

Administrative Assistant III

City of Gastonia

Two Rivers Utilities - Wastewater Treatment Division

P.O. Box 1748, Gastonia, NC 28053

3000 Old Spencer Mountain Road, Dallas, NC 28034

Office: 704.854.6668 / Fax: 704.922.0619

 ***Please consider the environment before printing this email.***

From: [Smith, Judy](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: employee survey
Date: Monday, October 01, 2018 12:30:50 PM

Thank you!! I appreciate your help!

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, October 01, 2018 12:27 PM
To: Smith, Judy <judys@cityofgastonia.com>
Subject: Re: employee survey

Not yet, will light a fire.

From: "Smith, Judy" <judys@cityofgastonia.com>
Date: Monday, October 1, 2018 at 12:24 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: FW: employee survey

Good afternoon Leisha,

Were these employees added to the drop down list?

From: Smith, Judy
Sent: Friday, September 28, 2018 4:34 PM
To: 'Davis, Leisha DeHart' <ldehart@sog.unc.edu>
Subject: FW: employee survey

Leisha,

Could you please add these employee names to the drop down list so they can access their survey from the "shared computers"?

Thanks!

Judy Smith
Director of Human Resources
City of Gastonia
P O Box 1748
Gastonia, NC 28053-1748
704-866-6786
704-836-0022 Fax

From: Potocki, Brian
Sent: Friday, September 28, 2018 3:20 PM
To: Smith, Judy <judys@cityofgastonia.com>
Cc: Balsom, Sonja <sonjab@cityofgastonia.com>
Subject: FW: employee survey

Judy,

As discussed, the names in the list below are not showing in the dropdown menu. Please let us know when these get added.

Thanks,
Brian

From: Balsom, Sonja
Sent: Friday, September 28, 2018 2:52 PM
To: Potocki, Brian <brianp@tworiversutilities.com>
Subject: employee survey

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██████	BEACH, EARL C	6/13/1981	37.2	5200-027	TREATMENT PLANT OPERATOR III
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*Sonja Balsom
Administrative Assistant III
City of Gastonia
Two Rivers Utilities - Wastewater Treatment Division
P.O. Box 1748, Gastonia, NC 28053*

3000 Old Spencer Mountain Road, Dallas, NC 28034
Office: 704.854.6668 / Fax: 704.922.0619



Please consider the environment before printing this email.

From: [Smith, Judy](#)
To: ["Davis, Leisha DeHart"](#)
Subject: FW: employee survey
Date: Monday, October 01, 2018 12:24:54 PM

Good afternoon Leisha,

Were these employees added to the drop down list?

From: Smith, Judy
Sent: Friday, September 28, 2018 4:34 PM
To: 'Davis, Leisha DeHart' <ldehart@sog.unc.edu>
Subject: FW: employee survey

Leisha,

Could you please add these employee names to the drop down list so they can access their survey from the "shared computers"?

Thanks!

*Judy Smith
Director of Human Resources
City of Gastonia
P O Box 1748
Gastonia, NC 28053-1748
704-866-6786
704-836-0022 Fax*

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Thanks,
Brian

From: Balsom, Sonja
Sent: Friday, September 28, 2018 2:52 PM
To: Potocki, Brian <brianp@tworiversutilities.com>
Subject: employee survey

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P.O. Box 1748, Gastonia, NC 28053
3000 Old Spencer Mountain Road, Dallas, NC 28034
Office: 704.854.6668 / Fax: 704.922.0619*

 *Please consider the environment before printing this email.*

From: [Smith, Judy](#)
To: ["Davis, Leisha DeHart"](#)
Subject: FW: employee survey
Date: Friday, September 28, 2018 4:33:52 PM

Leisha,

Could you please add these employee names to the drop down list so they can access their survey from the "shared computers"?

Thanks!

Judy Smith
Director of Human Resources
City of Gastonia
P O Box 1748
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704-836-0022 Fax

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To: Potocki, Brian <brianp@tworiversutilities.com>
Subject: employee survey

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Office: 704.854.6668 / Fax: 704.922.0619

 *Please consider the environment before printing this email.*

From: [Parks, Robbin](#)
To: "[Davis, Leisha DeHart](#)"
Subject: RE: City of Gastonia Employee Survey
Date: Friday, September 28, 2018 10:53:35 AM

I just send my response.
Thank You!

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Friday, September 28, 2018 10:53 AM
To: Parks, Robbin <robbinp@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey

Let me know!

From: "Parks, Robbin" <robbinp@cityofgastonia.com>
Date: Friday, September 28, 2018 at 10:52 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia Employee Survey

Nevermind, I think I have it

From: Leisha Dehart-Davis [<mailto:survey@qualtrics.unc.edu>]
Sent: Monday, September 24, 2018 9:02 AM
To: Parks, Robbin <robbinp@cityofgastonia.com>
Subject: City of Gastonia Employee Survey

Ms. Parks:

You are invited to participate in the City of Gastonia Employee Survey of the Local Government Workplaces Initiative, a research study being conducted for the City of Gastonia by the School of Government at University of North Carolina - Chapel Hill (UNC).

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[City of Gastonia Employee Survey](#)

Please do not forward this link, it is unique to your email address and allows us to correctly report results by department and organization-wide demographics.

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Please feel free to contact me at (919) 966-4189 or idd@unc.edu with questions.

Additional Information

Your participation in this survey is entirely voluntary and will have no effect on your job or your relationship with your supervisor(s).

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To protect your data, employee information will be kept separately from survey responses, with a unique identifier linking the two. Both datasets will be stored on a password-protected server at the UNC School of Government. We will also not report response distributions for any groups with fewer than ten employees.

If you have questions or concerns about your rights as a research subject you may contact the UNC Institutional Review Board at 919-966-3113 or IRB_subjects@unc.edu and reference study number 17-1930.

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Follow the link to opt out of future emails: [Unsubscribe](#)

Leisha DeHart Davis, PhD
Professor of Public Administration and Government
School of Government
University of North Carolina-Chapel Hill
Knapp-Sanders Building
Campus Box 3330
Chapel Hill, NC 27599-3330
Cell: (785) 766-1554
Office Phone: (919) 966-4189

From: [Smith, Judy](#)
To: ["Davis, Leisha DeHart"](#)
Cc: [Fiely, Katherine Mae](#)
Subject: RE: City of Gastonia Employee Survey - Albright Responses
Date: Thursday, September 27, 2018 12:35:58 PM

Perfect. That's what I needed to know.

Have a great day!

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Thursday, September 27, 2018 12:34 PM
To: Smith, Judy <judys@cityofgastonia.com>
Cc: Fiely, Katherine Mae <fielykm@live.unc.edu>
Subject: Re: City of Gastonia Employee Survey - Albright Responses

So we told pre-testers not to take the survey during the pre-test time; Joe Albright did, so he didn't need to take the official survey. Does that clarify? All pre-testers should take the survey except for Joe.

Katie, please correct me if this is not accurate.

From: "Smith, Judy" <judys@cityofgastonia.com>
Date: Thursday, September 27, 2018 at 12:28 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia Employee Survey - Albright Responses

Yes ma'am. I did receive a link. I was just trying to figure out if everyone needed to complete the survey if they also participated in the pre-test. It seems some people were told they didn't need to complete it if they completed the pre-test. I was wondering if maybe they selected all of the answers when they completed the pre-test.

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Thursday, September 27, 2018 11:56 AM
To: Smith, Judy <judys@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey - Albright Responses

So you did not receive an email with an invitation for you?

From: "Smith, Judy" <judys@cityofgastonia.com>
Date: Thursday, September 27, 2018 at 9:49 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: FW: City of Gastonia Employee Survey - Albright Responses

Leisha,

If an employee took the pre-test, should he/she complete the survey that was sent on 9/24/18?

Todd received an email that indicated he should take the survey. The email even provided a link for him to use if the link on the mass email didn't work correctly.

Joe received the email below indicating he should not participate.

I participated in the pre-test, but did not receive a separate email indicating that I should or should not participate.

With that said, I did not actually answer any of the questions as I was looking at the pre-test. I am not sure if that made a difference.

Thanks.

Judy Smith
City of Gastonia
Director of Human Resources
P O Box 1748
Gastonia, NC 28053-1748
704-866-6786
704-836-0022 Fax

From: Albright, Joe
Sent: Tuesday, September 25, 2018 1:59 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>; Smith, Judy <judys@cityofgastonia.com>
Cc: Potocki, Brian <brianp@tworiversutilities.com>
Subject: FW: City of Gastonia Employee Survey - Albright Responses

See below.

Based on what Brian reported from the Dept. Head Meeting, I am confused.

Do I or do I not need to do the employee survey again?

Thanks,

Joe Albright
Public Utilities Director
City of Gastonia
(704) 869-1929

From: Fiely, Katherine Mae [<mailto:fielykm@live.unc.edu>]
Sent: Monday, September 24, 2018 8:24 AM
To: Albright, Joe <JoeA@cityofgastonia.com>
Cc: Davis, Leisha DeHart <ldhart@sog.unc.edu>
Subject: City of Gastonia Employee Survey - Albright Responses

Good morning Mr. Albright,

My name is Katie Fiely I am one of the researchers working on the City of Gastonia Employee Survey. Thank you for participating in the pretest launch last week. This morning at around 9:00 AM you will receive an email again inviting you to take the employee survey, it is our official launch to all the employees. You can disregard this invitation though as we have your responses recorded from the pretest launch.

Please let me know if you have any questions,

Katherine Fiely

Master of Public Administration Candidate

University of North Carolina at Chapel Hill

E: Fielykm@ad.unc.edu

T: (703)785-4415

From: [Smith, Judy](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: City of Gastonia Employee Survey - Albright Responses
Date: Thursday, September 27, 2018 12:28:27 PM

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Subject: Re: City of Gastonia Employee Survey - Albright Responses

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University of North Carolina at Chapel Hill

E: Fielykm@ad.unc.edu

T: (703)785-4415

From: [Smith, Judy](#)
To: ["Davis, Leisha DeHart"](#)
Cc: [Fiely, Katherine Mae](#)
Subject: RE: City of Gastonia Employee Survey - Albright Responses
Date: Thursday, September 27, 2018 12:16:13 PM

Thanks Leisha. I did get a new link and I completed the survey.

I just wasn't sure how the rest of them were going to be handled.

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Thursday, September 27, 2018 11:45 AM
To: Smith, Judy <judys@cityofgastonia.com>
Cc: Fiely, Katherine Mae <fielykm@live.unc.edu>
Subject: Re: City of Gastonia Employee Survey - Albright Responses

Hi, Judy. We have Joe's data. You should have gotten a new link, let me check.

From: "Smith, Judy" <judys@cityofgastonia.com>
Date: Thursday, September 27, 2018 at 9:49 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: FW: City of Gastonia Employee Survey - Albright Responses

Leisha,

If an employee took the pre-test, should he/she complete the survey that was sent on 9/24/18?

Todd received an email that indicated he should take the survey. The email even provided a link for him to use if the link on the mass email didn't work correctly.

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Judy Smith
City of Gastonia
Director of Human Resources
P O Box 1748
Gastonia, NC 28053-1748

704-866-6786
704-836-0022 Fax

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Sent: Tuesday, September 25, 2018 1:59 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>; Smith, Judy <judys@cityofgastonia.com>
Cc: Potocki, Brian <brianp@tworiversutilities.com>
Subject: FW: City of Gastonia Employee Survey - Albright Responses

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Public Utilities Director
City of Gastonia
(704) 869-1929

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To: Albright, Joe <JoeA@cityofgastonia.com>
Cc: Davis, Leisha DeHart <ldehart@sog.unc.edu>
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Katherine Fiely

Master of Public Administration Candidate
University of North Carolina at Chapel Hill

E: Fielykm@ad.unc.edu

T: (703)785-4415

From: [Schneider, Tracy](#)
To: "[Davis, Leisha DeHart](#)"
Subject: RE: Survey
Date: Thursday, September 27, 2018 11:45:58 AM

Thank you ☺

Tracy K. Schneider
Human Resources Coordinator
tracys@cityofgastonia.com
City of Gastonia / HR Department
PO Box 1748
Gastonia, NC 28053-1748
(phone) 704.866.6859
(fax) 704.836.0022
www.cityofgastonia.com

 Please consider the environment before printing this e-mail

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Thursday, September 27, 2018 11:46 AM
To: Schneider, Tracy <tracys@cityofgastonia.com>
Subject: Re: Survey

Hi, Tracy. Yes, we can do that!

From: "Schneider, Tracy" <tracys@cityofgastonia.com>
Date: Thursday, September 27, 2018 at 11:01 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: Survey

Leisha – I have another employee who didn't receive his employee survey. I think the wrong email was sent to you, but I have a corrected email for him, now. Could you set it up to have the survey resent to him?

Employee: EDISON, WESLEY NORRIS
Email address: thaguiver1@gmail.com

Tracy K. Schneider
Human Resources Coordinator
tracys@cityofgastonia.com
City of Gastonia / HR Department
PO Box 1748
Gastonia, NC 28053-1748
(phone) 704.866.6859

(fax) 704.836.0022

www.cityofgastonia.com



Please consider the environment before printing this e-mail

From: [Smith, Judy](#)
To: ["Davis, Leisha DeHart"](#)
Subject: FW: City of Gastonia Employee Survey - Albright Responses
Date: Thursday, September 27, 2018 9:49:25 AM

Leisha,

If an employee took the pre-test, should he/she complete the survey that was sent on 9/24/18?

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Thanks.

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City of Gastonia
Director of Human Resources
P O Box 1748
Gastonia, NC 28053-1748
704-866-6786
704-836-0022 Fax

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Sent: Tuesday, September 25, 2018 1:59 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>; Smith, Judy <judys@cityofgastonia.com>
Cc: Potocki, Brian <brianp@tworiversutilities.com>
Subject: FW: City of Gastonia Employee Survey - Albright Responses

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Thanks,

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Public Utilities Director
City of Gastonia
(704) 869-1929

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Cc: Davis, Leisha DeHart <ldehart@sog.unc.edu>
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Please let me know if you have any questions,

Katherine Fiely

Master of Public Administration Candidate
University of North Carolina at Chapel Hill
E: Fielykm@ad.unc.edu
T: (703)785-4415

From: [Caldwell, Rick](#)
To: "[Davis, Leisha DeHart](#)"
Subject: RE: GASTONIA EMPLOYEE SURVEY
Date: Tuesday, September 25, 2018 12:53:29 PM

Thanks Leisha! Have a great day!

- Rick Caldwell (Gastonia Police Dept.)

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, September 24, 2018 5:56 PM
To: Caldwell, Rick <Caldwell_Rick@cityofgastonia.com>
Subject: Re: GASTONIA EMPLOYEE SURVEY

Hi, Rick. UNC will share the results of the report with Gastonia employees via Tableau and pdf. You will receive response distributions (percent agree, disagree, etc.) and departmental averages for questions. Please let me know if you have any other questions!

From: "Caldwell, Rick" <Caldwell_Rick@cityofgastonia.com>
Date: Monday, September 24, 2018 at 2:38 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: GASTONIA EMPLOYEE SURVEY

Thanks!

- Rick

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, September 24, 2018 2:37 PM
To: Caldwell, Rick <Caldwell_Rick@cityofgastonia.com>
Subject: Re: GASTONIA EMPLOYEE SURVEY

Hi, Rick. Let me double check with Todd Carpenter about the city's exact distribution plans, will be back in touch pronto.

From: "Caldwell, Rick" <Caldwell_Rick@cityofgastonia.com>
Date: Monday, September 24, 2018 at 1:07 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: GASTONIA EMPLOYEE SURVEY

Good afternoon!

Just a quick question, will the results of this survey be available to everyone (employees) or just upper management within city government?

Thanks and have a great day!

- *Rick Caldwell* (Gastonia Police Dept.)

From: [Smith, Teresa](#)
To: [Davis, Leisha DeHart](#)
Subject: RE: City of Gastonia Employee Survey
Date: Tuesday, September 25, 2018 8:22:19 AM

No thank you

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Tuesday, September 25, 2018 7:57 AM
To: Smith, Teresa <teresas@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey

So would you like the four hours of vacation time.

From: "Smith, Teresa" <teresas@cityofgastonia.com>
Date: Tuesday, September 25, 2018 at 7:48 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia Employee Survey

I am on the phone a lot and must have just lost track of this. I do apologize, no I am not part time and I would not be registering for any hours. I do appreciate your time and checking on this. Have a great day.

Thank you,
Teresa Smith
City of Gastonia
Solid Waste Division
704-869-7864

See what is happening with the SOLID WASTE DIVISION-Please DOWNLOAD our new Solid Waste App on your phone or computer
gastonia nc

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Tuesday, September 25, 2018 7:39 AM
To: Smith, Teresa <teresas@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey

11:47 yesterday, it looks like you answered all the questions.

From: "Smith, Teresa" <teresas@cityofgastonia.com>
Date: Tuesday, September 25, 2018 at 7:38 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia Employee Survey

When was the survey complete?

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Monday, September 24, 2018 8:57 PM
To: Smith, Teresa <teresas@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey

Hi, Teresa. I see that you've completed the survey, but it doesn't like you've registered for vacation hours (or work hours if you are part time). Was that your intent? If not, I'll send you the link for adding yourself for the hours.

From: "Smith, Teresa" <teresas@cityofgastonia.com>
Date: Monday, September 24, 2018 at 1:47 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia Employee Survey

Ms. Dehart-Davis,

Good afternoon, I have checked with my help desk to insure I could open this site. I did try this today but it came back as completed or time as up. Could you please check on this. I do apologize for not remembering finishing this.

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[gastonia nc](http://gastonia.nc)

From: Leisha Dehart-Davis [<mailto:survey@qualtrics.unc.edu>]
Sent: Monday, September 24, 2018 9:02 AM
To: Smith, Teresa <teresas@cityofgastonia.com>
Subject: City of Gastonia Employee Survey

Ms. Smith:

You are invited to participate in the City of Gastonia Employee Survey of the Local Government Workplaces Initiative, a research study being conducted for the City of Gastonia by the School of Government at University of North Carolina - Chapel Hill (UNC).

The survey has two purposes. The first is to give you the opportunity to share your opinions about the City of Gastonia workplace. The second is to provide data for academic research.

[City of Gastonia Employee Survey](#)

Please do not forward this link, it is unique to your email address and allows us to correctly report results by department and organization-wide demographics.

The survey should take about 30 minutes to complete and is considered work time.

The deadline for participating in the survey is Monday, October 8th, at 5 pm.

We look forward to hearing your perspectives on the City of Gastonia workplace.

Please feel free to contact me at (919) 966-4189 or ldd@unc.edu with questions.

Additional Information

Your participation in this survey is entirely voluntary and will have no effect on your job or your relationship with your supervisor(s).

Your survey participation is confidential. We will report averages of survey results across the organization, by department, and for broad demographic categories of employees, but never by job title or demographic categories within departments.

In the survey, you can choose to receive four hours of vacation time. The names of all survey participants choosing this option will be forwarded to HR for processing, but the contents of individual survey results will never be shared.

To protect your data, employee information will be kept separately from survey responses, with a unique identifier linking the two. Both datasets will be stored on a password-protected server at the UNC School of Government. We will also not report response distributions for any groups with fewer than ten employees.

If you have questions or concerns about your rights as a research subject you may contact the UNC Institutional Review Board at 919-966-3113 or IRB_subjects@unc.edu and reference study number 17-1930.

If the link above does not work, you can copy and paste the URL below into your internet browser: https://unc.az1.qualtrics.com/jfe/form/SV_7R4dDf1ft7KG3pH?Q_DL=cMF8SHvh9zihRAN_7R4dDf1ft7KG3pH_MLRP_ahE2Y1LeASrQPzv&Q_CHL=email

Follow the link to opt out of future emails: [Unsubscribe](#)

Leisha DeHart Davis, PhD
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University of North Carolina-Chapel Hill
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Campus Box 3330

Chapel Hill, NC 27599-3330
Cell: (785) 766-1554
Office Phone: (919) 966-4189

From: [Smith, Teresa](#)
To: [Davis, Leisha DeHart](#)
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Chapel Hill, NC 27599-3330
Cell: (785) 766-1554
Office Phone: (919) 966-4189

From: [Smith, Teresa](#)
To: [Davis, Leisha DeHart](#)
Subject: RE: City of Gastonia Employee Survey
Date: Tuesday, September 25, 2018 7:38:36 AM

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See what is happening with the SOLID WASTE DIVISION-Please DOWNLOAD our new Solid Waste App on your phone or computer
gastonia nc

From: Leisha Dehart-Davis [mailto:survey@qualtrics.unc.edu]
Sent: Monday, September 24, 2018 9:02 AM
To: Smith, Teresa <teresas@cityofgastonia.com>
Subject: City of Gastonia Employee Survey

Ms. Smith:

You are invited to participate in the City of Gastonia Employee Survey of the Local Government Workplaces Initiative, a research study being conducted for the City of Gastonia

by the School of Government at University of North Carolina - Chapel Hill (UNC).

The survey has two purposes. The first is to give you the opportunity to share your opinions about the City of Gastonia workplace. The second is to provide data for academic research.

[City of Gastonia Employee Survey](#)

Please do not forward this link, it is unique to your email address and allows us to correctly report results by department and organization-wide demographics.

The survey should take about 30 minutes to complete and is considered work time.

The deadline for participating in the survey is Monday, October 8th, at 5 pm.

We look forward to hearing your perspectives on the City of Gastonia workplace.

Please feel free to contact me at (919) 966-4189 or ldd@unc.edu with questions.

Additional Information

Your participation in this survey is entirely voluntary and will have no effect on your job or your relationship with your supervisor(s).

Your survey participation is confidential. We will report averages of survey results across the organization, by department, and for broad demographic categories of employees, but never by job title or demographic categories within departments.

In the survey, you can choose to receive four hours of vacation time. The names of all survey participants choosing this option will be forwarded to HR for processing, but the contents of individual survey results will never be shared.

To protect your data, employee information will be kept separately from survey responses, with a unique identifier linking the two. Both datasets will be stored on a password-protected server at the UNC School of Government. We will also not report response distributions for any groups with fewer than ten employees.

If you have questions or concerns about your rights as a research subject you may contact the UNC Institutional Review Board at 919-966-3113 or IRB_subjects@unc.edu and reference study number 17-1930.

If the link above does not work, you can copy and paste the URL below into your internet browser: https://unc.az1.qualtrics.com/jfe/form/SV_7R4dDf1ft7KG3pH?Q_DL=cMF8SHvh9zihRAN_7R4dDf1ft7KG3pH_MLRP_ahE2Y1LeASrQPzv&Q_CHL=email

Follow the link to opt out of future emails: [Unsubscribe](#)

Leisha DeHart Davis, PhD
Professor of Public Administration and Government

School of Government
University of North Carolina-Chapel Hill
Knapp-Sanders Building
Campus Box 3330
Chapel Hill, NC 27599-3330
Cell: (785) 766-1554
Office Phone: (919) 966-4189

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: GASTONIA EMPLOYEE SURVEY
Date: Monday, September 24, 2018 5:53:10 PM

Yes please do.

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, September 24, 2018 5:17 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: GASTONIA EMPLOYEE SURVEY

May I let the employees know?

Get [Outlook for iOS](#)

From: Davis, Leisha DeHart <ldehart@sog.unc.edu>
Sent: Monday, September 24, 2018 5:04 PM
To: Carpenter, Todd
Subject: Re: GASTONIA EMPLOYEE SURVEY

Absolutely yes

Get [Outlook for iOS](#)

From: Davis, Leisha DeHart <ldehart@sog.unc.edu>
Sent: Monday, September 24, 2018 5:01 PM
To: Carpenter, Todd
Subject: Re: GASTONIA EMPLOYEE SURVEY

Getting on a plane, will be out of pocket for 90 minutes or so

Get [Outlook for iOS](#)

From: Davis, Leisha DeHart <ldehart@sog.unc.edu>
Sent: Monday, September 24, 2018 3:40 PM
To: Carpenter, Todd
Subject: Re: GASTONIA EMPLOYEE SURVEY

No

Get [Outlook for iOS](#)

From: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Sent: Monday, September 24, 2018 3:39:28 PM
To: Davis, Leisha DeHart
Subject: RE: GASTONIA EMPLOYEE SURVEY

Would this include comments?

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Monday, September 24, 2018 2:41 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: FW: GASTONIA EMPLOYEE SURVEY

FYI, please advise on how I should respond. Typically, local governments give employees access to the Qualtrics results, which report organizational distributions and departmental averages.

Date: Monday, September 24, 2018 at 1:07 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: GASTONIA EMPLOYEE SURVEY

Good afternoon!

Just a quick question, will the results of this survey be available to everyone (employees) or just upper management within city government?

Thanks and have a great day!

From: [Carpenter, Todd](#)
To: "[Davis, Leisha DeHart](#)"
Subject: RE: GASTONIA EMPLOYEE SURVEY
Date: Monday, September 24, 2018 4:11:16 PM

I would say that we share. What do you think.

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, September 24, 2018 3:40 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: GASTONIA EMPLOYEE SURVEY

No

Get [Outlook for iOS](#)

From: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Sent: Monday, September 24, 2018 3:39:28 PM
To: Davis, Leisha DeHart
Subject: RE: GASTONIA EMPLOYEE SURVEY

Would this include comments?

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
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Just a quick question, will the results of this survey be available to everyone (employees) or just upper management within city government?

Thanks and have a great day!

From: [Carpenter, Todd](#)
To: "[Davis, Leisha DeHart](#)"
Subject: RE: GASTONIA EMPLOYEE SURVEY
Date: Monday, September 24, 2018 3:39:29 PM

Would this include comments?

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, September 24, 2018 2:41 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: FW: GASTONIA EMPLOYEE SURVEY

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To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: GASTONIA EMPLOYEE SURVEY

Good afternoon!

Just a quick question, will the results of this survey be available to everyone (employees) or just upper management within city government?

Thanks and have a great day!

From: [Caldwell, Rick](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: GASTONIA EMPLOYEE SURVEY
Date: Monday, September 24, 2018 2:38:16 PM

Thanks!

- Rick

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, September 24, 2018 2:37 PM
To: Caldwell, Rick <Caldwell_Rick@cityofgastonia.com>
Subject: Re: GASTONIA EMPLOYEE SURVEY

Hi, Rick. Let me double check with Todd Carpenter about the city's exact distribution plans, will be back in touch pronto.

From: "Caldwell, Rick" <Caldwell_Rick@cityofgastonia.com>
Date: Monday, September 24, 2018 at 1:07 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: GASTONIA EMPLOYEE SURVEY

Good afternoon!

Just a quick question, will the results of this survey be available to everyone (employees) or just upper management within city government?

Thanks and have a great day!

- Rick Caldwell (Gastonia Police Dept.)

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: City of Gastonia Employee Survey launch details
Date: Monday, September 24, 2018 1:55:00 PM

Yes and they all have been informed of this. I didn't catch that we would need to change the language. Probably need to add 'or if you are a non-full time and would like to receive 4 additional hours of pay'.

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, September 24, 2018 11:24 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey launch details

Todd, just got a call from a part-time Gastonia employee. Please confirm that part-timers will receive four hours pay, we need to change the language in the survey.

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#); [Fiely, Katherine Mae](#)
Subject: RE: City of Gastonia Employee Survey launch details
Date: Monday, September 24, 2018 11:06:01 AM

Ok Please let me know as soon as you have it ready.

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Monday, September 24, 2018 11:05 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>; Fiely, Katherine Mae <fielykm@live.unc.edu>
Subject: Re: City of Gastonia Employee Survey launch details

Not this one, wait until we have the names and links set up in Tableau.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Monday, September 24, 2018 at 11:03 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>, "Fiely, Katherine Mae" <fielykm@live.unc.edu>
Subject: RE: City of Gastonia Employee Survey launch details

OK so I'll put this exact link on these computers and make sure the computers have access to it.

https://public.tableau.com/views/tableau_surveytest2/Dashboard1?:showVizHome=no&:embed=true#3

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Monday, September 24, 2018 10:59 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>; Fiely, Katherine Mae <fielykm@live.unc.edu>
Subject: Re: City of Gastonia Employee Survey launch details

Yes. That's how employees will access their survey.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Monday, September 24, 2018 at 10:58 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>, "Fiely, Katherine Mae" <fielykm@live.unc.edu>
Subject: RE: City of Gastonia Employee Survey launch details

Am I going to need to put the link on these computers also?

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]

Sent: Monday, September 24, 2018 10:44 AM

To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>; Fiely, Katherine Mae <fielykm@live.unc.edu>

Subject: Re: City of Gastonia Employee Survey launch details

I believe so.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>

Date: Monday, September 24, 2018 at 10:42 AM

To: Leisha DeHart-Davis <ldehart@sog.unc.edu>, "Fiely, Katherine Mae" <fielykm@live.unc.edu>

Subject: RE: City of Gastonia Employee Survey launch details

Leisha,

I just need to make sure the link will work on the shared computers. These computers are very restricted as to what websites they can reach. If I just open them all up to be able to hit anything at tableau.com will that work for you.

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]

Sent: Monday, September 24, 2018 10:39 AM

To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>; Fiely, Katherine Mae <fielykm@live.unc.edu>

Subject: Re: City of Gastonia Employee Survey launch details

We are working on generating links now. Do you have a time set for computer labs or is it whenever? We have to take the links and match them up with Tableau so it's easy for people to use (see link below).

https://public.tableau.com/views/tableau_surveytest2/Dashboard1?:showVizHome=no&:embed=true#3

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>

Date: Monday, September 24, 2018 at 10:36 AM

To: Leisha DeHart-Davis <ldehart@sog.unc.edu>, "Fiely, Katherine Mae" <fielykm@live.unc.edu>

Subject: RE: City of Gastonia Employee Survey launch details

Good Morning All,

Can someone tell me how it is going to work for those taking the test from a shared computer. Is there going to be a file on the computer, are they going to be directed to a website to choose their email or code?

If you would like to give me a call at 704-214-9028 please do.

Thanks,

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Monday, September 24, 2018 8:10 AM
To: Fiely, Katherine Mae <fielykm@live.unc.edu>; Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey launch details

Thanks, Katie. Todd, you shouldn't have any problems, but just in case.

From: "Fiely, Katherine Mae" <fielykm@live.unc.edu>
Date: Sunday, September 23, 2018 at 11:16 PM
To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Cc: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: City of Gastonia Employee Survey launch details

Hello Mr. Carpenter,

Hope this email finds you well. I wanted to provide a few details about the City of Gastonia Employee Survey launch tomorrow. The first batch of survey invitations is scheduled to be distributed tomorrow starting at 8:00 AM EDT. This is essentially the final pretest because it only includes 16 people, you are part of this count and should receive an email. If you identify any issues with the email or the survey or if you hear any issues from other staff members included on this distribution please let me know as soon as possible. The actual launch of the additional 921 Gastonia employees is scheduled to go one hour later at 9:00 AM EDT. I will be actively checking my email during this time so please feel free to reach out with any concerns or call me at (703)785-4415.

Also in regards to your response to the survey, the link that is provided in the email tomorrow may not work because you already have a recorded response from the internal team pretest (depends on if you pressed submit or just closed the survey). If the link provided tomorrow does not work, but you would like to take it I have provided a retake link below.

[Retake Link](#)

Thank you and please don't be hesitant to reach out!

Katherine Fiely

Master of Public Administration Candidate

University of North Carolina at Chapel Hill

E: Fielykm@ad.unc.edu

T: (703)785-4415

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#); [Fiely, Katherine Mae](#)
Subject: RE: City of Gastonia Employee Survey launch details
Date: Monday, September 24, 2018 11:03:57 AM

OK so I'll put this exact link on these computers and make sure the computers have access to it.

https://public.tableau.com/views/tableau_surveytest2/Dashboard1?:showVizHome=no&:embed=true#3

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, September 24, 2018 10:59 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>; Fiely, Katherine Mae <fielykm@live.unc.edu>
Subject: Re: City of Gastonia Employee Survey launch details

Yes. That's how employees will access their survey.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Monday, September 24, 2018 at 10:58 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>, "Fiely, Katherine Mae" <fielykm@live.unc.edu>
Subject: RE: City of Gastonia Employee Survey launch details

Am I going to need to put the link on these computers also?

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, September 24, 2018 10:44 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>; Fiely, Katherine Mae <fielykm@live.unc.edu>
Subject: Re: City of Gastonia Employee Survey launch details

I believe so.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Monday, September 24, 2018 at 10:42 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>, "Fiely, Katherine Mae" <fielykm@live.unc.edu>
Subject: RE: City of Gastonia Employee Survey launch details

Leisha,

I just need to make sure the link will work on the shared computers. These computers are very restricted as to what websites they can reach. If I just open them all up to be able to hit anything at tableau.com will that work for you.

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Monday, September 24, 2018 10:39 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>; Fiely, Katherine Mae <fielykm@live.unc.edu>
Subject: Re: City of Gastonia Employee Survey launch details

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From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
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To: Leisha DeHart-Davis <ldehart@sog.unc.edu>, "Fiely, Katherine Mae" <fielykm@live.unc.edu>
Subject: RE: City of Gastonia Employee Survey launch details

Good Morning All,

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If you would like to give me a call at 704-214-9028 please do.

Thanks,

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Monday, September 24, 2018 8:10 AM
To: Fiely, Katherine Mae <fielykm@live.unc.edu>; Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey launch details

Thanks, Katie. Todd, you shouldn't have any problems, but just in case.

From: "Fiely, Katherine Mae" <fielykm@live.unc.edu>
Date: Sunday, September 23, 2018 at 11:16 PM
To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Cc: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: City of Gastonia Employee Survey launch details

Hello Mr. Carpenter,

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Also in regards to your response to the survey, the link that is provided in the email tomorrow may not work because you already have a recorded response from the internal team pretest (depends on if you pressed submit or just closed the survey). If the link provided tomorrow does not work, but you would like to take it I have provided a retake link below.

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From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#); [Fiely, Katherine Mae](#)
Subject: RE: City of Gastonia Employee Survey launch details
Date: Monday, September 24, 2018 10:58:09 AM

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Todd

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From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#); [Fiely, Katherine Mae](#)
Subject: RE: City of Gastonia Employee Survey launch details
Date: Monday, September 24, 2018 10:42:35 AM

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T: (703)785-4415

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#); [Fiely, Katherine Mae](#)
Subject: RE: City of Gastonia Employee Survey launch details
Date: Monday, September 24, 2018 10:36:13 AM

Good Morning All,

Can someone tell me how it is going to work for those taking the test from a shared computer. Is there going to be a file on the computer, are they going to be directed to a website to choose their email or code?

If you would like to give me a call at 704-214-9028 please do.

Thanks,

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, September 24, 2018 8:10 AM
To: Fiely, Katherine Mae <fielykm@live.unc.edu>; Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey launch details

Thanks, Katie. Todd, you shouldn't have any problems, but just in case.

From: "Fiely, Katherine Mae" <fielykm@live.unc.edu>
Date: Sunday, September 23, 2018 at 11:16 PM
To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Cc: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: City of Gastonia Employee Survey launch details

Hello Mr. Carpenter,

Hope this email finds you well. I wanted to provide a few details about the City of Gastonia Employee Survey launch tomorrow. The first batch of survey invitations is scheduled to be distributed tomorrow starting at 8:00 AM EDT. This is essentially the final pretest because it only includes 16 people, you are part of this count and should receive an email. If you identify any issues with the email or the survey or if you hear any issues from other staff members included on this distribution please let me know as soon as possible. The actual launch of the additional 921 Gastonia employees is scheduled to go one hour later at 9:00 AM EDT. I will be actively checking my email during this time so please feel free to reach out with any concerns or call me at (703)785-4415.

Also in regards to your response to the survey, the link that is provided in the email

tomorrow may not work because you already have a recorded response from the internal team pretest (depends on if you pressed submit or just closed the survey). If the link provided tomorrow does not work, but you would like to take it I have provided a retake link below.

[Retake Link](#)

Thank you and please don't be hesitant to reach out!

Katherine Fiely

Master of Public Administration Candidate

University of North Carolina at Chapel Hill

E: Fielykm@ad.unc.edu

T: (703)785-4415

From: [Carpenter, Todd](#)
To: [Davis, Leisha DeHart](#)
Subject: RE: IRB is on board!
Date: Thursday, September 20, 2018 9:33:34 AM

Thanks

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Thursday, September 20, 2018 9:29 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: IRB is on board!

The names you provided earlier: Allyson Smith, Judy Smith, Joe Albright, Michael Peoples, Melody Braddy

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Thursday, September 20, 2018 at 9:27 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: IRB is on board!

Who did you send the pre test to.

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Thursday, September 20, 2018 9:26 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: IRB is on board!

I did indeed, and sent a message with instructions to each pre-tester. Will send a test of the links tomorrow, and will probably work with Judy to test that out.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Thursday, September 20, 2018 at 9:25 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: IRB is on board!

Leisha,

Did you send out the pre test invites. I got mine.

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]

Sent: Tuesday, September 18, 2018 5:28 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: IRB is on board!

Have a great vacation, Todd. You've blazed new territory and I'm so excited to be working with you and the City of Gastonia!

From: IRB <no_reply@unc.edu>
Date: Tuesday, September 18, 2018 at 5:26 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: IRB Notice - 17-1930

To: Leisha Davis
School of Government Deans Office

From: Non-Biomedical IRB

Approval Date: 9/18/2018
Expiration Date of Approval: 8/01/2019
RE: Notice of IRB Approval by Expedited Review (under 45 CFR 46.110)
Submission Type: Modification
Expedited Category: 5.Existing or non-research data,7.Surveys/interviews/focus groups,Minor Change to Previously Approved Research
Study #: 17-1930

Study Title: Local Government Workplaces Initiative

This submission has been approved by the IRB for the period indicated. It has been determined that the risk involved in this modification is no more than minimal. Unless otherwise noted, regulatory and other findings made previously for this study continue to be applicable.

Submission Description:

TIME SENSITIVE: The survey is scheduled to launch in late September.

The City of Gastonia would like to offer an incentive for employee survey participation in 4 hours of vacation time. This is a valuable opportunity for these city employees, who are not often made to feel appreciated or valued. (This is a widespread issue within local government management). Because offering this incentive will involve survey participants voluntarily providing their names to HR, I propose additional steps to communicate with employees. These included:

1. Adding a sentence in the IRB section of the Qualtrics survey that states:

You will have the option at the end of the survey to indicate whether you wish to receive four hours vacation time for your participation. To do so, you will be taken to a separate website, where you will enter your information for HR to use in processing your vacation time. Your

survey results will never linked to you.

2. Modifying the consent statement (updated version uploaded in application) in three places to convey the information above;
3. Modifying the invitation letter (updated version uploaded in application) to include the following text:

In the survey, you can choose to receive four-hours vacation time by exiting the Qualtrics survey and, at a separate website, inputting your name and department. HR will have access to this information, but no one in the city will ever know your survey results.

Investigator's Responsibilities:

If applicable, your approved consent forms and other documents are available online at http://apps.research.unc.edu/irb/index.cfm?event=home.dashboard.irbStudyManagement&irb_id=17-1930.

The current data security level determination is Level II. Any changes in the data security level need to be discussed with the relevant IT official. If data security level II and III, consult with your IT official to develop a data security plan. Data security is ultimately the responsibility of the Principal Investigator.

This study was reviewed in accordance with federal regulations governing human subjects research, including those found at 45 CFR 46 (Common Rule), 45 CFR 164 (HIPAA), 21 CFR 50 & 56 (FDA), and 40 CFR 26 (EPA), where applicable.

IRB Informational Message - please do not use email REPLY to this address

From: [Carpenter, Todd](#)
To: [Davis, Leisha DeHart](#)
Subject: RE: IRB is on board!
Date: Thursday, September 20, 2018 9:27:27 AM

Who did you send the pre test to.

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Thursday, September 20, 2018 9:26 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: IRB is on board!

I did indeed, and sent a message with instructions to each pre-tester. Will send a test of the links tomorrow, and will probably work with Judy to test that out.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
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Subject: RE: IRB is on board!

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Did you send out the pre test invites. I got mine.

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Date: Tuesday, September 18, 2018 at 5:26 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: IRB Notice - 17-1930

To: Leisha Davis
School of Government Deans Office

From: Non-Biomedical IRB

Approval Date: 9/18/2018

Expiration Date of Approval: 8/01/2019

RE: Notice of IRB Approval by Expedited Review (under 45 CFR 46.110)

Submission Type: Modification

Expedited Category: 5.Existing or non-research data,7.Surveys/interviews/focus groups,Minor Change to Previously Approved Research

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IRB Informational Message - please do not use email REPLY to this address

From: [Carpenter, Todd](#)
To: [Davis, Leisha DeHart](#)
Subject: RE: IRB is on board!
Date: Thursday, September 20, 2018 9:25:07 AM

Leisha,

Did you send out the pre test invites. I got mine.

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Tuesday, September 18, 2018 5:28 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: IRB is on board!

Have a great vacation, Todd. You've blazed new territory and I'm so excited to be working with you and the City of Gastonia!

From: IRB <no_reply@unc.edu>
Date: Tuesday, September 18, 2018 at 5:26 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: IRB Notice - 17-1930

To: Leisha Davis
School of Government Deans Office

From: Non-Biomedical IRB

Approval Date: 9/18/2018
Expiration Date of Approval: 8/01/2019
RE: Notice of IRB Approval by Expedited Review (under 45 CFR 46.110)
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IRB Informational Message - please do not use email REPLY to this address

From: [Carpenter, Todd](#)
To: [Davis, Leisha DeHart](#)
Subject: Re: IRB is on board!
Date: Wednesday, September 19, 2018 8:52:56 AM

This is great news. I. Sorry it was trouble but thanks for sticking by us and working it out with IRB.

Todd

Sent from my iPad

On Sep 18, 2018, at 5:28 PM, Davis, Leisha DeHart <ldehart@sog.unc.edu> wrote:

Have a great vacation, Todd. You've blazed new territory and I'm so excited to be working with you and the City of Gastonia!

From: IRB <no_reply@unc.edu>
Date: Tuesday, September 18, 2018 at 5:26 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: IRB Notice - 17-1930

To: Leisha Davis
School of Government Deans Office

From: Non-Biomedical IRB

Approval Date: 9/18/2018
Expiration Date of Approval: 8/01/2019
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IRB Informational Message - please do not use email REPLY to this address

From: [Carpenter, Todd](#)
To: [Davis, Leisha DeHart](#)
Subject: Employee Incentive
Date: Tuesday, September 18, 2018 3:11:30 PM

Leisha, this email confirms that the City of Gastonia would like to offer employees the opportunity to be rewarded with four hours vacation for participating in the City of Gastonia Employee Survey.

This survey is incredibly important to the City of Gastonia and we, as Gastonia managers, want employees to understand how much we value their feedback, so much so that we are willing to take the unusual step of giving vacation time. I understand the IRB is concerned with undue influence, but in our case, this is about showing employees appreciation for their input. This is part of a larger cultural shift within the City of Gastonia, to a more closed organization that did not seek employee input, to one that actively elicits and appreciates employee voice.

Please let me know if you have any questions about this information.

Todd Carpenter

Deputy City Manager, City of Gastonia

Sent from the road

From: [Carpenter, Todd](#)
To: [Davis, Leisha DeHart](#)
Subject: Re: City of Gastonia - Email to All Employees
Date: Saturday, September 15, 2018 7:11:49 AM

Please allow them both options. I'm hoping most will take the survey at home or on their mobile devices.

Todd

Sent from the road

----- Original message -----

From: "Davis, Leisha DeHart" <ldehart@sog.unc.edu>
Date: 9/14/18 5:25 PM (GMT-05:00)
To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Subject: Re: City of Gastonia - Email to All Employees

So it looks like you have 133 employees that will need links. Do you want them to have the option to take the survey by email? Or do you want them to use links alone? We can do either. I would suggest giving employees flexibility and letting them take it through the email link or in person (and I believe we discussed this, but wanted to verify).

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Friday, September 14, 2018 at 5:02 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia - Email to All Employees

I did not send out the email to all employees but would like to shortly after lunch on Monday. Keep me posted.

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Friday, September 14, 2018 4:26 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: City of Gastonia - Email to All Employees

Awesome. I will be in touch on Monday about the pre-test, including instructions for pre-testers. Per our discussion, we will pretest both through email and through the WordPress pull down menu, to simulate the experience of employees in the centrally located computers.

By the way, IRB should be getting to our application on Monday. My guess is that we (UNC) will have

more hoops to jump through, which won't affect you or our timeline. I'll keep you posted on this.

Have a great weekend!

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Friday, September 14, 2018 at 4:21 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia - Email to All Employees

Leisha,

Attached is the final employee list. The highlighted are the one that need to be included in WordPress.

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Friday, September 14, 2018 11:58 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: City of Gastonia - Email to All Employees

No word from IRB, will keep trying. They may have shut down for the storm. I have thoughts on how you can go ahead and communicate with senior managers, can call this afternoon if you are available.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Friday, September 14, 2018 at 10:46 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Cc: "Fiely, Katherine Mae" <fielykm@live.unc.edu>, "Powers, Maddison Alice" <map447@live.unc.edu>
Subject: RE: City of Gastonia - Email to All Employees

I know your voice is recovering but would it be possible for me to speak with you, Katherine, or Maddison. I'd like to better understand this concept.

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Friday, September 14, 2018 10:43 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Cc: Fiely, Katherine Mae <fielykm@live.unc.edu>; Powers, Maddison Alice <map447@live.unc.edu>
Subject: Re: City of Gastonia - Email to All Employees
Importance: High

We are still working on how to make this as easy and error free as possible. Our current thinking is that we will give you a file with each employee's name that employees will click on and hyperlink to their version of the survey.

To enable IT to test this approach, we could conduct a trial run when we pre-test next week. We can send you a small file of names with IT included; they can try it out on one of the shared computers. Will this work?

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Friday, September 14, 2018 at 10:36 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia - Email to All Employees

The link I'm concerned about is the link that we have to put on the shared computers. My understanding was that for the employees that use these computers they will need to click on a link on the desktop and then enter in their email address or code to begin the survey. Did I misunderstand?

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Friday, September 14, 2018 10:34 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: City of Gastonia - Email to All Employees

Once we have your employee additions and deletions. That's when we create individual links for each employee that can be accessed, either through excel or tableau.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Friday, September 14, 2018 at 10:32 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia - Email to All Employees

Great. When do you think I can get the link to put on the desktop of the shared computers. I'll have to get IT to roll this out and ensure that these computers have access to the site.

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Friday, September 14, 2018 10:25 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: City of Gastonia - Email to All Employees

Great. We are still working on how to best make this happen. One option is for employees to have access to a screen with a pull-down menu with their names listed. That would produce less error than giving supervisors/department heads the list with the link. Working on this today, will keep you posted.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Friday, September 14, 2018 at 9:55 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia - Email to All Employees

Leisha,

This will go out to all employees. In addition the department heads will be conveying the information to those employees that don't receive city email. I think there were only about 9 employees that we didn't have an address for. The employees that will need assistance with computer access, etc. will be in sanitation, field operations, bus drivers, and utility maintenance. What I had planned to do was send the department heads a list of their employees with their email addresses. The DH's can help any employee that needs it.

I do need the link from you that will need to go on the shared computers. Can you please send me this. I also need to understand how we are going to handle the employees without email addresses.

Please let me know.

Thanks,

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Thursday, September 13, 2018 11:37 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: City of Gastonia - Email to All Employees

I reviewed and think it looks great. This goes only to employees with emails, right? For those without, there can be separate correspondence to explain the process to them. Remind me, which departments?

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Thursday, September 13, 2018 at 11:34 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia - Email to All Employees

Thank you. Did you have any comments on the letter that I plan to send to all employees?

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Thursday, September 13, 2018 11:25 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: City of Gastonia - Email to All Employees

Hi, Todd. Below are responses to your questions.

Do you need us to send you employee additions and deletions since we last sent you employee data? **That would be great to get additions and deletions.**

I need to know exactly what to provide our departments heads that are going to be providing time and computers for those without city email addresses. Do I just provide them a list of names and personnel email addresses? What about those without email addresses? **A few questions: which departments are providing time and computers? I need to verify, but I believe that we will provide a list of all employees with emails and “fake” emails that will allow them to enter the survey. I’ll get right back to you on this.**

Could you please confirm that the information in the last paragraph of the letter is correct, reference study number, etc.? **Confirmed**

Is the pre-test still a go for the 19th, remind me again who we selected to receive that pre-test, and what should I tell them to expect and do? **Yes, and I will be emailing you today about that.**

Anything else I may be missing? **I just had my voice scoped and have to be quiet until next week. (I know, right?) As soon as my voice returns, I will make the employee video.**

Thanks and let me know your questions!

City Employees,

A Survey is Coming and We Want to Hear from YOU!!!

The UNC School of Government is conducting an Employee Survey for the City of Gastonia. On behalf of all Senior Management I encourage each of you to participate. The survey is being conducted, so that as an employer, we can learn what we do well and what we can improve upon so as to value you, our most important resource, better. We want your input on how our workplace can be improved and how you think and feel about working here. As a thank you for participating you will receive an extra 4 hours of vacation time.

You will be receiving the survey invitation on September 25th. The invite will be delivered to you at the same email address you received this email. For most of you that will be your city email address, for others it will be the personnel email address you have on record with HR. The invitation will state that you have been invited to participate in the Local Government Workplaces Project Employee Survey, conducted by the School of Government at UNC Chapel Hill. You can take the survey from any computer or device from which you can access your email. To begin the survey click on the link provided in the email. The survey will be open from September 25th through October 8th.

A few important things to note about this survey:

**** Your participation is completely voluntary;**

**** You will be invited to participate directly in the survey by Leisha DeHart-Davis, Professor of Public Administration and Government at UNC-Chapel Hill;**

**** The survey should take between 15 and 20 minutes of your time;**

****Your survey responses go straight to the UNC School of Government;**

**** Your survey responses are completely confidential. The UNC research team will report the results to the City in only three ways: how employees as a whole respond to each survey question (e.g.,25% strongly agree vs. 35% strongly disagree); as averages by department; and in comments provided to us in anonymous format.**

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Thank you all and I look forward to hearing from each of you.

Todd Carpenter

Deputy City Manager, City of Gastonia NC
Phone:704-866-6860 Cell:704-214-9028

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: City of Gastonia - Email to All Employees
Date: Friday, September 14, 2018 5:02:33 PM

I did not send out the email to all employees but would like to shortly after lunch on Monday. Keep me posted.

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Friday, September 14, 2018 4:26 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: City of Gastonia - Email to All Employees

Awesome. I will be in touch on Monday about the pre-test, including instructions for pre-testers. Per our discussion, we will pretest both through email and through the WordPress pull down menu, to simulate the experience of employees in the centrally located computers.

By the way, IRB should be getting to our application on Monday. My guess is that we (UNC) will have more hoops to jump through, which won't affect you or our timeline. I'll keep you posted on this.

Have a great weekend!

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Friday, September 14, 2018 at 4:21 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia - Email to All Employees

Leisha,

Attached is the final employee list. The highlighted are the one that need to be included in WordPress.

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Friday, September 14, 2018 11:58 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: City of Gastonia - Email to All Employees

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Date: Friday, September 14, 2018 at 10:46 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Cc: "Fiely, Katherine Mae" <fielykm@live.unc.edu>, "Powers, Maddison Alice" <map447@live.unc.edu>
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I know your voice is recovering but would it be possible for me to speak with you, Katherine, or Maddison. I'd like to better understand this concept.

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Subject: Re: City of Gastonia - Email to All Employees
Importance: High

We are still working on how to make this as easy and error free as possible. Our current thinking is that we will give you a file with each employee's name that employees will click on and hyperlink to their version of the survey.

To enable IT to test this approach, we could conduct a trial run when we pre-test next week. We can send you a small file of names with IT included; they can try it out on one of the shared computers. Will this work?

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The link I'm concerned about is the link that we have to put on the shared computers. My understanding was that for the employees that use these computers they will need to click on a link on the desktop and then enter in their email address or code to begin the survey. Did I misunderstand?

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Date: Friday, September 14, 2018 at 10:32 AM
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Subject: RE: City of Gastonia - Email to All Employees

Great. When do you think I can get the link to put on the desktop of the shared computers. I'll have to get IT to roll this out and ensure that these computers have access to the site.

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From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
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From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
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To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia - Email to All Employees

Leisha,

This will go out to all employees. In addition the department heads will be conveying the information to those employees that don't receive city email. I think there were only about 9 employees that we didn't have an address for. The employees that will need assistance with computer access, etc. will be in sanitation, field operations, bus drivers, and utility maintenance. What I had planned to do was send the department heads a list of their employees with their email addresses. The DH's can help any employee that needs it.

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Please let me know.

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Could you please confirm that the information in the last paragraph of the letter is correct, reference study number, etc.? **Confirmed**

Is the pre-test still a go for the 19th, remind me again who we selected to receive that pre-test, and what should I tell them to expect and do? **Yes, and I will be emailing you today about that.**

Anything else I may be missing? **I just had my voice scoped and have to be quiet until next week. (I**

know, right?) As soon as my voice returns, I will make the employee video.

Thanks and let me know your questions!

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You will be receiving the survey invitation on September 25th. The invite will be delivered to you at the same email address you received this email. For most of you that will be your city email address, for others it will be the personnel email address you have on record with HR. The invitation will state that you have been invited to participate in the Local Government Workplaces Project Employee Survey, conducted by the School of Government at UNC Chapel Hill. You can take the survey from any computer or device from which you can access your email. To begin the survey click on the link provided in the email. The survey will be open from September 25th through October 8th.

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From: [Carpenter, Todd](#)
To: "[Davis, Leisha DeHart](#)"
Subject: RE: City of Gastonia - Email to All Employees
Date: Friday, September 14, 2018 4:21:51 PM
Attachments: [9.14.18 Final Copy.xlsx](#)

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Deputy City Manager, City of Gastonia NC

Phone:704-866-6860 Cell:704-214-9028

Employee number	First Name	Middle Name	Last Name	Age	Orig hire date	Ethnic Code	Gender	Email Address	Title	Home dept description	Department Head	Field Supervisor
	SAMUEL	E	ACKERMAN		3/28/2016				LINE TECHNICIAN IV	Electric/Electrical Line Construction	Joe Albright	Jody Kiser
	GARY	T	ADAM		8/20/2001			star_gary@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Michael Huest
	BILLY	J	ADAMS		1/18/1999				CUSTOMER	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Carlene Costner
	CHRISTOPHER	NMN	ADAMS		3/26/1990			christa@cityofgastonia.com	CREW CHIEF-SOLID WASTE	Solid Waste/Sanitation	Date Denton	Dee Dee Gilla
	DONALD	REYNOLD	ADAMS		1/23/2017				REFUSE COLLECTOR	Solid Waste/Sanitation	Date Denton	Chris Adams
	PATRICK	AARON	ADAMSON		1/28/2014				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Andre Brown
	JOSEPH	P	ALBRIGHT		5/31/2016			jeff@cityofgastonia.com	DIRECTOR OF PUBLIC UTILITIES	Electric/Administration	Joe Albright	Flip Bombardier
	RODNEY	S	ALEXBRIDGE		10/23/2000				POLICE CAPTAIN	Police/Field Services	Chief Rob Helton	Travis Brittan
	PAUL	AARON	ALEXANDER		11/19/2007				MOTOR EQUIPMENT OPERATOR UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Justin Pearson
	TRENTON	COLE	ALLEN		10/30/2017				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Justin White
	TARWANA	ROCHELLE	ALSTON		11/11/2013			stevanaa@cityofgastonia.com	ASSISTANT RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Ted Ross
	BERNARD	S	ALVEY		7/1/2014				ASSISTANT DIRECTOR OF HUMAN RESOURCES	Human Resources/Human Resources	Judy Smith	Judy Smith
	PATRICIA	G	ANDERSON		2/24/2014			trish@cityofgastonia.com	SCHOOL SPECIALIST	Community Services/Keep Gastonia Beautiful	Vincent Wong	Pat Johnson
	DAVY	NMN	ANGLIN		12/22/1997			anglin_dave@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Charlie Stewart
	NERISSA	D	ARMSTRONG		5/16/2005			armstrong_nikki@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Randy Gantt
	JAMES	D	ARNST		8/25/2014				COLD CASE INVESTIGATOR	Police/Support Services	Chief Rob Helton	Heath McMillan
	CALIB	WILLIAM	ARRANT		5/4/2015			arrant_william@cityofgastonia.com	LINE TECHNICIAN IV	Electric/Street Lights	Joe Albright	Shane Helm
	GARY	WAYNE	ARTHURS		6/14/2014				PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Jerry Browning
	BRIAN	W	ATKINS		1/29/2001			atkins_brian@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Trent Conard
	DOON	STEPHEN	ATKINS JR		4/8/1991			atkins_stephen@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Stanley Hulstetter
	CODY	LYN	AUSTIN		8/29/2016				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	David Shenkerberger
	KENNETH	NEAL	AUTEN		12/30/1989			auten_kend@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Justin White
	GARY	J	AVERY		3/20/1988				CONSTRUCTION WORKER II	Power Bill/Power Bill	Date Denton	EDWARD STROUD
	ZACHARY	DAVID	BADGER		11/28/2015				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Water & Sewer/Wastewater Treatment	Date Denton	EDWARD STROUD
	RACHEL	SWANN	BAGLEY		3/6/2007			rachelb@cityofgastonia.com	DIRECTOR OF COMMUNICATIONS AND MARKETING	Communications & Marketing	Rachel Bagley	Michael Peoples
	CHARLES	JOSEPH	BAIN		12/6/2010			bain_joe@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Keith McCabe
	ELISHA	NMN	BAKER JR		8/11/2008			buddyb@nonwvutilities.com	TREATMENT PLANT SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	Stephane Scherger
	JULIA	ELAINE	BAKER-GRANATA		6/27/2016			lulab@cityofgastonia.com	GIS SPECIALIST I	Development Services/City Planning	Rusty Bost	Jason Thompson
	SONJA	W	BALSON		6/24/2010			sonjab@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Water & Sewer/Wastewater Treatment	Joe Albright	Stephane Scherger
	BRIAN	R	BARBER		12/11/2017				GROUNDING MAINTENANCE WORKER I	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Ed Hendrickson
	JONATHAN	R	BARBER		8/4/2007			barger_jonath@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Earl Wilfers
	ROBERT	J	BARBER JR		12/13/1993			robbar@cityofgastonia.com	ELECTRIC UTILITY OPERATIONS SUPERVISOR	Electric/Electrical Line Construction	Joe Albright	Gene Johnson
	DOUGLAS	E	BARKEE		12/11/1992			dbuge@nonwvutilities.com	TREATMENT PLANT SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	Stephane Scherger
	SAMUEL	J	BARKSDALE		8/4/2014			Barkdale_Sam@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Chris Waldrop
	ROBERT	S	BARNES		8/2/2009			robbar@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Born Waldrop
	JAMES	D	BARNES		6/20/2011			dovib@cityofgastonia.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	JORDN	CRAIG	BARNES		2/27/2012				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Tim Barrill
	LANNY	D	BARNES		6/18/2009				TRANSIT DISPATCHER	Transit/Operations	Vincent Wong	Stephanie Barnett
	RICHARD	D	BARNES JR		5/8/2009			barnes_richard@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Brian Robinson
	STEPHANIE	L	BARNETT		11/8/2002			stephanieb@cityofgastonia.com	TRANSIT FIELD SUPERVISOR	Transit/Operations	Vincent Wong	Vincent Wong
	LEWIS	BLAIR	BARNHILL		1/26/1991			barnhill_lewis@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Jason Havis
	TIMOTHY	JAMES	BARNHILL		1/26/1991			barnhill_tim@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Near Johnson
	ROLAND	D	BATES		8/27/2018				REFUSE COLLECTOR	Solid Waste/Sanitation	Date Denton	Wynne Hendrickson
	CHRISTOPHER	JAMES	BAUCOM		10/2/2017				CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Shirley Hastings
	ELISE	WYNNE	BEACH		12/9/1997			eliseb@nonwvutilities.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Justin Pearson
	SARL	C	BEACH		6/13/1991			crogg@nonwvutilities.com	TREATMENT PLANT OPERATOR II	Water & Sewer/Wastewater Treatment	Joe Albright	Hugh Johnson
	JASON	LEE	BEAVER		6/21/2016			beaver_jason@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Doug Carpenter
	PATRICK	SHANE	BEAVER		7/27/2015			Beaver_Patrick@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Jonathan Hallman
	TRISTA	PAIGE	BEDANKAR		6/21/2014				POOL ATTENDANT	Parks & Cultural Svcs/Athletics	Cam Carpenter	Janet Taylor
	RICHARD	STEPHEN	BEIK		5/21/2018				LAKE ATTENDANT	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Skip Youngblood
	JEFFREY	S	BELL		7/24/2004			jeffb@cityofgastonia.com	PARK MAINTENANCE SUPERVISOR	Schools/Museum/Operations	Ann Tippitt	Mark Rudick
	SUSAN	MURPHY	BELL		8/13/2018			susanb@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III-PUBLIC UTILITIES	Water & Sewer/Administration	Joe Albright	Kathy Jenkins
	MICHAEL	L	BELL JR		4/9/2007				AUTOMOTIVE MECHANIC III	Public Works/Equipment Services	Date Denton	Steve Haas
	DELANO	DELANO	BELTON		11/7/2012			delano_casper@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Chris Waldrop
	DANIEL	STEPHEN	BENEDICT		3/23/2015				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Ryan Rankin
	RICHARD	EUGENE	BENYD		2/6/1995				COURIER	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	STEPHENIE	MARIE	BERGGRUN		7/25/2016			stephenie@cityofgastonia.com	MUSEUM PROGRAM SPECIALIST	Schools/Museum/Programs	Ann Tippitt	Tony Passaro
	CHRISTOPHER	BRADY	BERRY		2/12/1992			christoberry@cityofgastonia.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	BRADY	T	BEST		5/1/2000			best_brad@cityofgastonia.com	CHIEF OF TRAINING	Fire/Training	Chief Phil Welch	Mark Rutherford
	TAMARA	BROOKS	BIDOK		1/3/2017			tamara@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II	Water & Sewer/Administration	Joe Albright	Kathy Jenkins
	BEVERLY	BLACK	BIEKER		10/2/2018			beverly@cityofgastonia.com	CHIEF INFORMATION OFFICER	Technology Services/Administration	Thomas Baker	Nancy Carpenter
	JOSEPH	EDWARD	BIEKER		6/16/1997			jeffb@cityofgastonia.com	CONSTRUCTION ENGINEER/RIGHT-OF-WAY ADMINISTRATOR	Development Services/Engineering	Rusty Bost	Tad Johnson
	JORDAN	HILL	BIGGERSTAFF		2/26/2018				SYSTEMS MAINTENANCE TECHNICIAN I	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	LAURA	E	BIGGERSTAFF		9/13/2004			lauragast@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Reid Bradford
	CHAD	DENNIS	BINGHAM		1/21/1991			bingham_chad@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Janey Blalock
	JERINIA	BRIDGER	BIRCH		8/2/2012				WATER & SEWER UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Shirley Hastings
	FREDA	DIANNE	BLACK		6/7/1993				CERAMICS INSTRUCTOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Judy Griffin
	MICHAEL	D	BLACK		12/16/1996			black_dave@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Mike Matti
	WILLIAM	CAMERON LEE	BLAIR		1/9/2017				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Shante Southern
	JAMEY	G	BLACKLOCK		7/21/1997			blalock_jamey@cityofgastonia.com	POLICE SERGEANT	Police/Support Services	Chief Rob Helton	Mike Lat
	JOSEPH	SIDNEY	BLANTON		1/26/1991			blanton_joseph@cityofgastonia.com	BATTALION CHIEF	Fire/Operations	Chief Phil Welch	Mark Rutherford
	JAMES	TIMOTHY	BLES		8/19/2008			bles_tim@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Nancy Carpenter
	BOBBY	JOE	BOLEN JR		7/16/2018				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power Bill/Power Bill	Date Denton	STEVE SHANNON
	KEVIN	A	BOLICK		11/4/2010				MISDISE	Fire/Operations	Chief Phil Welch	Charlie Stewart
	LISA	BRIDGES	BOLT		7/2/2012			lisab@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Beverly Bieker	Ray Kurtak
	JOHN	P	BOMBARDIER		11/2/2015			rob@cityofgastonia.com	ASSISTANT CITY MANAGER	Assistant City Manager - Utilities	Flip Bombardier	Michael Peoples
	PAUL	ANTHONY	BONNIN		10/2/1995			Bonnin_Paul@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jody Blanton
	CURTIS	CLEGG	BOST JR		1/4/1995			curtis@cityofgastonia.com	DIRECTOR OF DEVELOPMENT SERVICES	Development Services/Engineering	Rusty Bost	Michael Peoples
	ARON	S	BOSTIC		5/29/2016			aronb@cityofgastonia.com	ENGINEERING TECHNICIAN II	Development Services/Engineering	Rusty Bost	Jason Waldrop
	JACOB	MICHAEL	BOSTON		8/22/2016			boston_jacob@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	William Fontenberry
	SANDRA	L	BOTKA		2/29/2016			sandy@cityofgastonia.com	HELP DESK SUPPORT ANALYST	Technology Services/Infrastructure	Beverly Bieker	Ken Wight
	JACOB	BONERS	BOWERS		8/4/2014			bowers_jacob@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Chris Waldrop
	ANDREW	BRYANT	BRACK		7/27/2015			brack_andrew@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Eric Nelson
	JAMIN	L	BRACKETT		5/10/1993			brackett_jamin@cityofgastonia.com	POLICE SERGEANT	Police/Support Services	Chief Rob Helton	Ed Teras
	MELLOYD	ANN	BRADY		10/11/1999			bradym@cityofgastonia.com	ASSISTANT CITY MANAGER	Assistant City Manager	Michael Peoples	Steve Johnson
	BRADY	WADYNE	BRADY		1/6/2014				PUBLIC WORKS DEPARTMENT	Public Works Department	Joe Albright	Shirley Hastings
	MICHAEL	S	BRADLEY		2/6/2017			sehb@nonwvutilities.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Shirley Hastings
	COY	THOMAS	BRADSHAW		6/10/2014				INVENTORY SPECIALIST I	Financial Services/Warehouse	Crystal Certain	Shane Moore
	MICROSOFT	BRADFORD	BRADY		12/12/2005			bradford_meredith@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Police/Support Services	Chief Rob Helton	Travis Brittan
	REID	ERKINE	BRADFORD		7/3/1995			bradford_reid@cityofgastonia.com	POLICE CAPTAIN	Police/Field Services	Chief Rob Helton	Travis Brittan
	MICHAEL	GUY	BRANSON		8/7/2006			michaelb@cityofgastonia.com	ENGINEERING TECHNICIAN II	Development Services/Engineering	Rusty Bost	Jason Wallace
	MATTHEW	SAMUEL	BRAXTON		8/2/2011				PLANTARIUM PROGRAM PRESENTER	Schools/Museum/Programs	Ann Tippitt	Tony Passaro
	MICHAEL	DUSTY	BROGDS		12/2/2018				MOTOR EQUIPMENT OPERATOR UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Shirley Hastings
	MILLER	CLINT	BROGDS		11/23/2009			brogds_clint@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Janey Blalock
	JAMES	MORGAN	BRIGHT		3/9/2015				MOTOR EQUIPMENT OPERATOR UTILITIES MAINTENANCE	Water & Sewer/Street Maintenance	Date Denton	EDWARD STROUD
	ANTHONY	T	BRITTON		3/14/1994			britton_tavis@cityofgastonia.com	ASSISTANT POLICE CHIEF	Police/Field Services	Chief Rob Helton	Rob Helton
	JOSEPH	D	BROGDON		7/15/1996			brogdon_david@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Kevin Putnam
	CERRA	NICOLE	BROOKS		7/15/2016				POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Jonathan Hallman
	BRANDON	L	BROOME		1/16/2015			broome_brandon@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Eric Howard
	ASHTON	L	BROWN		10/17/2005			brown_ashton@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jody Blanton
	CHRISTOPHER	GEROME	BROWN		7/24/2017				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	CHARLES	LEWIS	BROWN JR		6/8/1989				RECREATION CENTER LEADER			

Employee number	First Name	Middle Name	Last Name	Age	Orig hire date	Ethnic Code	Gender	Email Address	Title	Home dept description	Department Head	Field Supervisor
	JASON	C	CALDWELL		2/24/2003				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	SUZANNE	BUTLER	CALDWELL		2/13/2005			caldwel_suzanne@cityofgastonia.com	POLICE RECORDS SPECIALIST II	Police/Support Services	Chief Rob Helton	Janet Griffin
	DONALD		CALDWELL JR		9/3/1990			CalDWell_Ro@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Paul Smith
	ELIZABETH	ANN	CAMPBELL		7/2/2011			beth@cityofgastonia.com	ADMINISTRATIVE ASSISTANT I	Technology Services/Applications	Beverly Baker	Beverly Baker
	MALCOLM	A	CAMPBELL JR		2/19/1996			campbell_mac@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Adrienne Walker-Hall
	DEBORAH	TATE	CANPHE		10/9/2017			debka@cityofgastonia.com	HUMAN RESOURCES CUSTOMER SERVICE SPECIALIST - SEN	Human Resources/Human Resources	Judy Smith	Judy Smith
	HEATHER		BRIDGES		3/7/2016			heather@cityofgastonia.com	CUSTOMER SERVICE REPRESENTATIVE II	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	JOSEPH	S	CANPHE		9/25/2006			joseph@cityofgastonia.com	CODE ENFORCEMENT OFFICIAL II	Development Services/Building Support	Rusty Bost	Brian Pratt
	SETH	CULLEN	CANPHE		7/27/2015			carpenter_seth@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Chris Waldrop
	LAELA	AZALIA	CARPERS		7/16/2018				BUS DRIVER	Transit/Operations	Vincent Wong	Stephane Barnett
	NANCY	R	CARPSTRAN		1/10/2005			ncarpstran_nancy@cityofgastonia.com	POLICE SERGEANT	Police/Support Services	Chief Rob Helton	Ed Turner
	RONALD	W	CARPS		2/4/2006			carps_ronnie@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Jimmy Heller
	CHRISTOPHER	T	CARBITO		1/12/2015			chris@cityofgastonia.com	CIVIL ENGINEER III	Development Services/Engineering	Rusty Bost	Jason Wallace
	DABRY	L	CARITHRS		8/15/1997			adrian@cityofgastonia.com	LINE TECHNICIAN IV	Electro/Electric Line Construction	Joe Albright	Joey Kiser
	KELLEY	W	CARLAN		8/7/1999			kelly@cityofgastonia.com	PURCHASING & WAREHOUSE MANAGER	Financial Services/Purchasing	Crystal Certain	Wendell Hendrix
	MICHAEL	S	CARON		10/24/2016			michael@cityofgastonia.com	EXHIBIT PREPARER/ARTIST	Schiele Museum/Programs	Ann Tippitt	Tom Passour
	ADAM	LOUIS	CARPENTER		7/26/2014			carpenter_adam@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Eric Howard
	ADAM	WYNNE	CARPENTER		9/25/2017				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Shelley Hennings
	DOUGLAS	E	CARPENTER		12/29/2003			carpenter_doug@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Trent Conroy
	JOHNNY	CAMERON	CARPENTER		4/25/2016			camc@cityofgastonia.com	DIRECTOR OF PARKS AND RECREATION AND CULTURAL SERVICES	Parks & Cultural Svcs/Administration	Cam Carpenter	Melody Braddy
	MICHAEL	HOSEA	CARPENTER		10/25/2004			carpenter_mike@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Ken Foy
	VINCENT	TODD	CARPENTER		7/23/1984			vcarpenter@cityofgastonia.com	DEPUTY CITY MANAGER	Deputy City Manager/Deputy City Manager	Todd Carpenter	Michael Peoples
	WILLIAM	HARVEY	CARPENTER JR		4/11/2016				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Stormwater/Operations	Dale Denton	STEVE SHANNON
	BRUCE	H	CARR		12/18/2006			Car_Bruce@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Eric Howard
	MELODY	ELENA	CARTER		10/21/2013				LABORATORY TECHNICIAN III	Water & Sewer/Wastewater Treatment	Joe Albright	Annette McMurray
	CALEB	WILEY	CATO		8/26/2013				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Paul Bonnin
	CHASE	COHEN	CAUSEY		3/13/2017			causey_chase@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Eric Nelson
	ADRIAN	CERTAIN	CERTAIN		12/6/2004			adrian@cityofgastonia.com	ELECTRICAL FIELD TECHNICIAN II	Electrical/Administration	Joe Albright	Ron Gaff
	CRYSTAL	LYNN	CERTAIN		9/11/2017			CrystalC@cityofgastonia.com	DIRECTOR OF FINANCIAL SERVICES	Financial Services/Administration	Crystal Certain	Melody Braddy
	JOSEPH	P	CHAMBERS JR		1/30/1999				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	NANCY	DARLENE	CLARK		3/5/2001			Clark_Nancy@cityofgastonia.com	POLICE RECORDS SPECIALIST II	Police/Support Services	Chief Rob Helton	Janet Griffin
	DEWEY	JACKSON	CLARK III		1/26/1981			clark_buddy@cityofgastonia.com	FIRE INSPECTOR I	Fire/Life Safety	Chief Phil Welch	Chris Stone
	BRENNON	CORDELL	CLARKS		12/14/2015				LABORATORY TECHNICIAN III	Water & Sewer/Wastewater Treatment	Joe Albright	Stephane Scheninger
	CHRISTIAN	M	CLINCH		15/2005			clinch_christian@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Fred McMurray
	JEFFREY	D	CLINE		10/17/2014			cline_jeff@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Chris Owens
	TREY	D	CLINTON		1/16/2015			clinton_trey@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Brian Atkins
	DEBBY	C	CLONINGER		12/6/1997			debbyc@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Water & Sewer/Utilities Maintenance	Joe Albright	Brian Potocki
	ROBERT	C	CLONINGER III		11/19/2014			robert@cityofgastonia.com	STORMWATER UTILITY ADMINISTRATOR	Stormwater/Administration	Dale Denton	DALE DENTON
	DAMON	LATORNE	CLOUD		4/16/2018			cloudb@cityofgastonia.com	LANDSCAPE TECHNICIAN I	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Ewert
	TYLER	CLARKE	COBB		9/8/2015			tylerc@cityofgastonia.com	CODE ENFORCEMENT OFFICIAL I	Development Services/Building Support	Rusty Bost	Brian Pratt
	DOBLE	EUGENE	COBLER JR		3/14/2016				TREATMENT PLANT SUPERVISOR	Water & Sewer/Water Treatment	Joe Albright	Chris High
	CALEB	BROOKS	CODY		8/11/2014				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Joel Kelley
	STEVEN	LEE	CODDLE		3/12/1990			stevec@cityofgastonia.com	TELEPHONY ADMINISTRATOR	Technology Services/Infrastructure	Beverly Baker	Beverly Baker
	JAMES	JORDIE	COLLINS		8/14/2013				POWER LINE TECHNICIAN	Power Btl/Power Btl	Dale Denton	STEVE SHANNON
	RAYFORD	T	CONARD		7/15/1996			Conard_Trent@cityofgastonia.com	POLICE CAPTAIN	Police/Field Services	Chief Rob Helton	Travis Brant
	CLURTS	DANIEL	CONNOR JR		11/17/1990			connor_clurts@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Harold Fubights
	RONALD	GENE	COOK		8/29/1994			ronc@cityofgastonia.com	ASSISTANT DIVISION MANAGER-SYSTEMS MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Brian Potocki
	SUSAN	BAISCH	COPELAND		12/15/1997			susan@northwestutilities.com	LABORATORY TECHNICIAN III	Water & Sewer/Wastewater Treatment	Joe Albright	Annette McMurray
	JOHN	W	COPELAND JR		8/12/1996			johnc@cityofgastonia.com	LABORATORY TECHNICIAN IV	Water & Sewer/Water Treatment	Joe Albright	Stephane Johnson
	LURIA	CARLOS	COSS Y LEON		8/29/2018				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	LURIA	COSSIT	COSSIT		6/14/2018				LABORATORY TECHNICIAN III	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Ted King
	JANUARY	WITHERS	COSTA		3/26/2012				ARCHAEOLOGY PROJECT FIELD/LABORATORY ASSISTANT	Schiele Museum/Programs	Ann Tippitt	Alan May
	CARLEENA	LOUISE	COSTNER		12/11/2012			carleena@cityofgastonia.com	RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Andy Starb
	STEPHEN	LADONN	COSTNER		3/6/2006			stephenc@cityofgastonia.com	RADIO COMMUNICATIONS SERVICE COORDINATOR	Technology Services/Communications	Beverly Baker	Paul Pivett
	JOE	REID	COSTNER JR		2/1/2010			costner_joe@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Brian Atkins
	JEREMY	M	COX		11/12/2007				METER SERVICE TECHNICIAN II	Financial Services/Meter Services	Crystal Certain	Scott Owens
	TERIFANY	MARTIN	COX		10/11/2017				CUSTOMER SERVICE REPRESENTATIVE I	Financial Services/Customer Service	Crystal Certain	Crystal Certain
	CODY	JOSEPH	CREIGHTON		18/2012				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power Btl/Power Btl	Dale Denton	STEVE SHANNON
	KRISTY	R	CRISP		10/1/2001			kristy@cityofgastonia.com	DIRECTOR OF ECONOMIC DEVELOPMENT	Economic Development/Administration	Kristy Crisp	Michael Peoples
	ROBERT	A	CRISP		10/7/2008			robert@cityofgastonia.com	COMMUNICATIONS-PUBLICATIONS COORDINATOR	Schiele Museum/Programs	Ann Tippitt	Tom Passour
	DWAIN	ELIZABETH	CROSS		11/13/2004			dcross@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Police/Support Services	Chief Rob Helton	Mike Smith
	CLARENCE	K	CROSS III		7/8/1988			ccross@cityofgastonia.com	DIVISION MANAGER/WATER TREATMENT PERMIT SPECIALIST	Water & Sewer/Water Treatment	Joe Albright	Brian Pratt
	KELSI	NICOLE	CROUCH		15/2015			nicole@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Rusty Bost	Brian Pratt
	DAVID	F	CROW		10/15/2012			crow_david@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Nancy Capastan
	TIMOTHY	SCOTT	CUNNINGHAM		3/25/1989				PARK MAINTENANCE SUPERVISOR	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Tripp White
	BYRON	CORDELL	CURRY		2/8/1999			curry_byron@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Brandon Pressley
	CHRISTOPHER	E	CURTIS		10/26/1998			curtis_eric@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Synthia Keaton
	PATRICK	THOMAS	DALEY		9/3/1990			daley_patrick@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Fred McMurray
	OMAR	RAIHARD	DAMERON		12/12/2005				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owens
	CAROLINE	CALDWELL	DAVIS		5/29/2018			carolm@cityofgastonia.com	HUMAN RESOURCES TECHNICIAN	Human Resources/Human Resources	Judy Smith	Judy Smith
	CHARLES	MARTIN	DAVIS		6/27/2005			chuckd@cityofgastonia.com	CUSTOMER SERVICES MANAGER	Financial Services/Customer Service	Crystal Certain	Susan Klutz
	KRISTI	HUGHES	DAVIS		9/27/1997			kristid@cityofgastonia.com	GRANTS MANAGER	Transit/Administration	Vincent Wong	Vincent Wong
	TYLER	HUGHES	DAVIS		5/29/2019			tylerd@cityofgastonia.com	GRANTS MANAGER	Community Services/Housing & Neighborhoods	Vincent Wong	Vincent Wong
	THOMAS	LEONARD	DEATON JR		15/2015				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Michael Carpenter
	ROBERT	K	DEMON		6/25/2018				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power Btl/Power Btl	Dale Denton	EDWARD STROUD
	ERNEST	GLENN	DEESE		6/29/2002			erneck@cityofgastonia.com	FACILITIES MAINTENANCE WORKER	Schiele Museum/Operations	Ann Tippitt	Mark Rustici
	RODNEY	D	DEESE		8/21/2004				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owens
	GUSTIN	A	DELLINGER		12/28/2015			dellinger_austin@yahoo.com	CREW CHIEF I-PUBLIC WORKS	Power Btl/Power Btl	Dale Denton	STEVE SHANNON
	JACOB	ELLI	DELLINGER		5/29/2013			jacobe@cityofgastonia.com	FACILITIES PLANT MECHANIC I	Water & Sewer/Utilities Maintenance	Joe Albright	Terry King
	CHARLES	R	DELLINGER JR		8/1/2012			chuckd@cityofgastonia.com	ADVISOR FOR SPECIAL PROJECTS-REGISTRATION	Parks & Cultural Svcs/Administration	Cam Carpenter	Cam Carpenter
	DALE	B	DENTON		10/27/1986			dale@cityofgastonia.com	DIRECTOR OF PUBLIC WORKS	Public Works/Public Works	Dale Denton	FLIP BOMBARDIER
	DREW	BRYAN	DENTON		12/11/2017			denton_drew@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Trent Conroy
	MICHAEL	SCOT	DENTON		8/13/2018				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owens
	ANTHONY	VERNAHR	DREW		11/29/2012				BUS DRIVER	Transit/Operations	Vincent Wong	Stephane Barnett
	DANIEL	C	DROWN		8/29/2012				LABOR ATTENDANT	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Skip Youngblood
	BRIAN	C	CHRISTOPHER		7/29/2014			bjryan_c@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Scott Norton
	THOMAS	E	DOBY		6/7/1999			tdoby_thomas@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Road Bradford
	DANIEL	J	DOUGHERTY		11/16/1998				TREATMENT PLANT OPERATOR III	Water & Sewer/Wastewater Treatment	Joe Albright	Doug Barker
	DAVID	L	DOVER		3/3/1997			Dover_David@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Heath McMullan
	SHERY	HARDIN	DUNAWAY		8/14/1989			sheryd@cityofgastonia.com	CITY CLERK	City Manager	Michael Peoples	Michael Peoples
	JOANN	NIN	DUNCAN		4/9/2011			Duncan_jo@cityofgastonia.com	POLICE OFFICER-PART TIME	Police/Field Services	Chief Rob Helton	Randy Gault
	JOSHUA	LEVI	DUNCAN		11/14/2016				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Justin White
	ROBERT	C	DUNCAN		1/14/2008			chrsd@cityofgastonia.com	COMMUNICATIONS TECHNICIAN	Technology Services/Communications	Beverly Baker	Paul Pivett
	LAURA	B	DUNLAP		6/6/1994				ATTENDANT I	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Judy Griffin
	TAMMY	MCCLINEY	DUNLAP		11/30/2013				BUS DRIVER	Transit/Operations	Vincent Wong	Stephane Barnett
	JACOB	ALEXANDER	DUNN		3/6/2017				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power Btl/Power Btl	Dale Denton	EDWARD STROUD
	LANA	DELAP	DUPONT		5/22/2017			laned@cityofgastonia.com	OFFICE ASSISTANT III	Schiele Museum/Programs	Ann Tippitt	Tom Passour
	CARRIE	VNING	DURAN		7/12/2004			carried@cityofgastonia.com	COLLECTION MANAGER	Schiele Museum/Programs	Ann Tippitt	Alan May
	DANETTE	M	DYE		10/2/1989			dyanette@cityofgastonia.com	HUD COMPLIANCE OFFICER	Community Development	Vincent Wong	Vincent Wong
	JAMES	WILLIAM	EAKER JR		10/20/2005			eaker_james@cityofgastonia.com	REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Doug Barker
	JASON	LEE	EAKER		10/30/1995				POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Doug Carpenter

Employee number	First Name	Middle Name	Last Name	Age	Orig hire date	Ethnic Code	Gender	Email Address	Title	Home dept description	Department Head	Field Supervisor
	BLAINE	LATIMER	FISHER		9/18/2017				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Aaron Wurster
	KAYLA	CORYN	FITCH		6/17/2016				POOL ATTENDANT	Parks & Cultural Svcs/Athletics	Cam Carpenter	Janet Taylor
	ALBERT	L	FLIMING III		6/23/1997			Fleming_Alber@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Adrienne Walker-Hall
	NICHOLAS	DAVID	FLOWERS		8/10/2015				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Dustin Russell
	BRADY	R	FOOTE		10/30/2017			bradyr@cityofgastonia.com	COMMUNICATIONS SPECIALIST	Communications & Marketing	Rachel Blagley	Rachel Blagley
	DERON	FRANK	FREEMAN		7/25/2005				TREATMENT PLANT OPERATOR II	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves
	DERON	FREEMAN	FREEMAN		7/25/2005				TREATMENT PLANT OPERATOR II	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves
	CYNTHIA	W	FORRESTER		9/19/1994			cnw@cityofgastonia.com	DIVISION MANAGER OF EQUIPMENT SERVICES	Public Works/Equipment Services	Dale Denton	Dale Denton
	WANDA	M	FORRESTER		2/21/2014				ADMINISTRATIVE ASSISTANT II	Development Services/Engineering	Rusty Bost	Rusty Bost
	WILLIAM	W	FORTENBERRY JR		1/26/1981			fortenberry_william@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Woody Thomas
	RICHARD	LEON	FOX JR		7/29/2016				LAKE ATTENDANT	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Ship Youngblood
	CLIFTON	DAVID	FOY		1/26/1991			foyd@cityofgastonia.com	BATTALION CHIEF	Fire/Operations	Chief Phil Welch	Mark Rutherford
	DAVID	NATHAN	FRADY		10/26/2015			naf@cityofgastonia.com	CARPENTER	Public Works/Bldg & Grounds	Dale Denton	Mike Neuse
	MARISA	KANTHIA	FRAZER		8/5/2017				BUS DRIVER	Transit/Operations	Vincent Wong	Stephane Barnett
	DAVID	SCOTT	FREIDMAN		2/13/2017			scottf@cityofgastonia.com	LINE TECHNICIAN I	Electric/Electric Service	Joe Albright	Matt Lambert
	CAMERON	ELIZABETH	FREIDMAN		1/20/2013				BUSINESS SYSTEMS ANALYST	Technology Services/Applications	Beverly Bekker	Jessica Marshall
	GLENN	R	FRIED		8/8/2005			gfried@cityofgastonia.com	GIS ANALYST II	Electric/Administration	Joe Albright	Ron Gaff
	MASON	T	FRIESENHAIN		9/4/2007			friesenhain_mason@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Brandon Pressley
	PHYLLIS	HODGES	FUDA		2/29/2016			fuda_phyllis@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Fire/Administration	Chief Phil Welch	Chief Phil Welch
	HAROLD	D	FULBRIGHT JR		9/19/1995			fulbright_harold@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jeffrey Quen
	AARON	MICHAEL	FULTON		6/20/2013			afulton@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Scott McClure
	ELEANOR	MARGARET	FULTON		1/5/2007			elb@cityofgastonia.com	POLICE RESEARCH SPECIALIST	Police/Support Services	Chief Rob Helton	Amanda Neuse
	GEORGE	MASSEY	FULWOOD JR		2/14/2011			georgef@cityofgastonia.com	ASSISTANT RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Carlena Costner
	DONALD	L	GADDY JR		7/12/1999			gadddy_don@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Jason Hovis
	JUSTIN	L	GAFF		6/4/2007			justing@cityofgastonia.com	CHIEF CODE ENFORCEMENT OFFICER	Development Services/Building Support	Rusty Bost	Brian Pruitt
	RONALD	L	GAFF		12/2/2004			rgaff@cityofgastonia.com	DIVISION MANAGER OF ELECTRIC UTILITY	Electric/Administration	Joe Albright	Joe Albright
	ROBERT	W	GAMMONS		7/29/2014			rgammons_robert@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Aaron Wurster
	RANDY	GANTT	GANTT		9/11/2006			ganttr@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Trent Conrad
	JUSTIN	TYLER	GARDNER		8/22/2016			gardner_justin@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Eric Nelson
	JOSEPH	ANDREW	GATES		2/1/2016			agates@cityofgastonia.com	ZONING ADMINISTRATOR	Development Services/City Planning	Rusty Bost	Jason Thompson
	RANDI	MAMANDA	GATES		7/18/2016			randig@cityofgastonia.com	PRINCIPAL TRANSPORTATION PLANNING	Development Services/Transportation	Rusty Bost	Jason Thompson
	SUZANNE	R	GATIS		7/8/2013			szuzanneg@cityofgastonia.com	DEPUTY CITY CLERK	Financial Services/Administration	Crystal Certain	Crystal Certain
	CHLOE	STEVEN	GIBBY II		1/29/2019				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Dale Adams
	JASON	L	GILL		3/12/2007			gill_jason@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Sharon Soutam
	KENNETH	DUANE	GILLIAND JR		8/21/2017				CONSTRUCTION WORKER II	Power/Bldg/Power Bldg	Dale Denton	STEVE SHANNON
	DIANA	FOX	GILIS		9/26/1994			deedee@cityofgastonia.com	DIVISION MANAGER-SOLID WASTE	Solid Waste/Administration	Dale Denton	Dale Denton
	JORDAN	HOLLAND	GILIS		11/16/2015			gillis_jordan@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Brian Atkins
	MARCUS	A	GONZALEZ		9/19/2009			gonzalez_marcus@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Joel Kelley
	REID	DAVIS	GOODMAN		10/10/2016			reid@cityofgastonia.com	GROUNDWORKS MAINTENANCE WORKER I	Schiele Museum/Operations	Ann Tippitt	Mark Ruffell
	ALBERT	L	GOODSON		14/2016				BUS DRIVER	Transit/Operations	Vincent Wong	Stephane Barnett
	JOSEPH	L	GOSSITT		12/30/12				REFUSE COLLECTOR/PRESSURE DRIVER	Solid Waste/Sanitation	Dale Denton	Wayne Hindrickson
	JOSEPH	ERIC	GOSSITT II		9/6/2013				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Chris
	SCOTT-TIA	IVANCEE	GOUDY		1/6/9/2017				RECREATION CENTER LEADER	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Darryl McClure
	JENNIFER	B	GRAHAM		4/22/2001			jenniferg@cityofgastonia.com	ACCOUNT TECHNICIAN	Financial Services/Purchasing	Crystal Certain	Lindsay Howe
	MICHAEL	C	GRAHAM		7/10/1981			charlesg@cityofgastonia.com	ASSISTANT DIVISION MANAGER OPERATIONS WASTEWATER	Water & Sewer/Wastewater Treatment	Joe Albright	Brian Collins
	MICHAEL	L	GRAMM		11/23/2003			charlesg@cityofgastonia.com	SYSTEMS MAINTENANCE TECHNICIAN I	Water & Sewer/Utilities Maintenance	Joe Albright	Janis Pearson
	CHARLES	L	GRAMM JR		1/4/2017				ASSISTANT CITY ATTORNEY	City Attorney	Ash Smith	Ash Smith
	KEVIN	MORGAN	GRAVES		11/7/2011			keving@theoverseesutilities.com	TREATMENT PLANT SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	Stephane Scheringer
	JAMIE	DEAN	GRAY		6/18/2018				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Wayne Hindrickson
	WANDA	L	GREEN		1/13/2014			green_wanda@cityofgastonia.com	POLICE RECORDS SPECIALIST II	Police/Support Services	Chief Rob Helton	Janet Griffin
	WILLIAM	MARSHALL	GREEN		10/10/2013			marsh@cityofgastonia.com	NETWORK ENGINEER	Technology Services/Infrastructure	Beverly Bekker	Beverly Bekker
	DARTON	GRENE	GREENE		4/20/2001			greene@cityofgastonia.com	ELECTRICAL SUBSTATION TECHNICIAN I	Electric/Operations	Joe Albright	Steve Neuse
	TERRY	WAYNE	GREENE		5/22/2000				METER REPAIR TECHNICIAN	Water & Sewer/Customer Service	Joe Albright	Jackie Hendricks
	CHRISTOPHER	DALE	GREENWOOD		7/7/2014				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power/Bldg/Power Bldg	Dale Denton	STEVE SHANNON
	STEPHEN	A	GREORY II		1/5/2005			gregory_andy@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Nancy Capistan
	BENJAMIN	M	GRICE		11/1/1999			grice_ben@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Barry Estler
	JANET	H	GRIFFIN		2/21/1994			griffin_janet@cityofgastonia.com	POLICE RECORDS SUPERVISOR	Police/Support Services	Chief Rob Helton	Mike Smith
	JUDY	D	GRIFFIN		8/27/1981			judyg@cityofgastonia.com	RECREATION CENTER PROGRAM SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Andy Stahr
	KENNETH	NEAL	GRIFFIN		1/26/1981			griffin_kenneth@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Kerr Eoy
	MARK	NMN	GRIFFIN		4/24/2017				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	DAVID	JOSEPH	GULERN		6/29/2015			gulern_david@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Scott McClure
	JEFFREY	J	GULZAUSKAS		8/26/2005				GROUNDWORKS MAINTENANCE WORKER I	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Justin Parke
	BRANDON	ROSS	HABERSKI		1/3/2017				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Shante Southern
	ADRIENNE	WALKER	HALL		9/8/2009			hall_a@cityofgastonia.com	POLICE SERGEANT	Police/Support Services	Chief Rob Helton	Kevin Graves
	TIMOTHY	LLOYD	HALL		4/10/2006			timh@theoverseesutilities.com	FACILITIES PLANT MECHANIC III	Water & Sewer/Utilities Maintenance	Joe Albright	Ferry King
	JONATHAN	A	HALLMAN		1/5/2005			hallman_jonathan@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Trent Conrad
	RACHIEL	C	HAMILTON		11/27/2006			hamilton_rachiel@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Police/Administration	Chief Rob Helton	Rob Young
	MELVIN	Y	HAMM		1/14/2000				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Wayne Hindrickson
	RICHARD	J	HAMM		5/31/2005				WELDER	Public Works/Equipment Services	Dale Denton	Steve Huss
	CLARENCE	EDWARD	HAMMETT JR		11/20/2017				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Dale Coker
	ANDREW	ERIC	HAMMOND		5/15/1993			hammond_andrew@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Kenneth Guffo
	HARRISON	RAY	HAMORSKY		3/30/2015			hamorsky_harrison@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Laura Biggestaff
	HUBERT	HAROLD	HAMPTON		6/30/2011			hugh@cityofgastonia.com	TREATMENT PLANT SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	Stephane Scheringer
	BOBBY	MACK	HANNA JR		11/30/1992			bobbyh@cityofgastonia.com	LABORATORY TECHNICIAN I	Water & Sewer/Wastewater Treatment	Joe Albright	David Shenberger
	JONAS	PRAYNE	HANSEN		1/21/1991			hansen_jonas@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Jami Brackets
	KENT	WILSON	HARMON		5/15/1993			harmon_kent@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Woody Thomas
	CHARLES	JOSEPH	HARPER		4/20/2013				MOTOR EQUIPMENT OPERATOR I-UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	VRGIL	KEITH	HARPER		5/15/1993			harper_keith@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Dustin Russell
	ALLEN	HARRIS	J		11/7/2008				TRAFFIC SERVICES TECHNICIAN II	Police/Public Works	Dale Denton	JACK THOMPSON
	KISA	KAMERON	HARRIS		7/29/2017				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves
	JASON	MICHAEL	HARRIS		3/7/2011			harris_jason@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Jami Brackets
	JEREMY	COLE	HARRIS		8/20/2007			jeremyh@cityofgastonia.com	CODE ENFORCEMENT OFFICIAL I	Development Services/Building Support	Rusty Bost	Brian Pruitt
	PATRICIA	ANN	HARRIS		1/29/2006			annh@cityofgastonia.com	CUSTOMER SERVICE ANALYST	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	TIMOTHY	LANE	HARRIS		10/24/2011				TREATMENT PLANT OPERATOR III	Water & Sewer/Wastewater Treatment	Joe Albright	Doug Barker
	BRIAN	CAMPBELL	HART		9/6/2016			brianh@theoverseesutilities.com	GIS ANALYST II	Water & Sewer/Utilities Maintenance	Joe Albright	Brian Potocki
	SHELLY	M	HARWELL		6/6/2016			shellyh@cityofgastonia.com	OFFICE ASSISTANT III	Parks & Cultural Svcs/Administration	Cam Carpenter	Andy Stahr
	STERLING	M	HASTINGS		7/2/2012			sterlingh@theoverseesutilities.com	FIELD SUPERVISOR I-SYSTEMS MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Ron Cook
	KAREEM	JAMAL	HATTEN		6/24/2013				CUSTODIAN	Public Works/Bldg & Grounds	Dale Denton	David Trout
	AMT	HOLLYSON	HAWKINS		1/27/1991			hawkins_amt@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Randy Gantt
	CHRISTIAN	R	HAWKINS III		1/8/2013				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Kevin Graves
	JONATHAN	DAVID	HAYES		1/16/2001			hayes_jonathan@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Joel Kelley
	JULIA	D	HEATH		9/11/2018			heath_julia@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Craig Singer
	MATTHEW	STANTON	HEFNER		8/7/2017				SPECIAL PROJECT COORDINATOR	Community Dev & Innovation/KCB	Vincent Wong	Vincent Wong
	PATRICK	HUNTER	HEGE		8/15/2016				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Michael St. Thomas
	SHAYNE	C	HELM		7/12/2004			shayneh@cityofgastonia.com	LANDSCAPE TECHNICIAN II	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Evert
	LEMUEL	KEITH	HELMS		7/9/2016				ELECTRIC UTILITY OPERATIONS SUPERVISOR	Electric/Underground Line Construction	Joe Albright	Gene Jones
	JOHN	WESLEY	HELMS JR		5/22/2017				CUSTODIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Tanya Triggdon
	DALE	EDWARD	HELTON		5/24/2010				CUSTODIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Darryl McClure
	ELIZABETH	S	HELTON		5/15/2004			bethh@cityofgastonia.com	AUTOMOTIVE MECHANIC III	Public Works/Equipment Services	Dale Denton	Roger Caste
	ROBERT	C	HELTON JR		2/23/1987			roberth@cityofgastonia.com	ADMINISTRATIVE SUPPORT/CEMETERY MAINTENANCE	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Tripp White
	CHRISTOPHER	MICHAEL	HENDERSON		6/3/2013				POLICE CHIEF	Police/Administration	Chief Rob Helton	Todd Carpenter
	JUSTIN	WILLIAM	HENDRIN		11/1/2016							

Employee number	First Name	Middle Name	Last Name	Age	Orig hire date	Ethnic Code	Gender	Email Address	Title	Home dept description	Department Head	Field Supervisor
	CHRISTAL	YVETTE	HOWARD		7/29/2013			christal@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Development Services/City Planning	Rusty Bost	Jason Thompson
	DANIEL	WADE	HOWARD		3/12/2018				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Berling Hadjigeorgidis
	ERIC	S	HOWARD		6/23/1997			howard_eric@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Rodney Adridge
	LESTER	HOMER	HOWARD		10/22/2014			lester@cityofgastonia.com	AUTOMOTIVE MECHANIC III	Public Works/Sanitation Services	Chief Rob Helton	Robert Johnson
	MICHAEL	B	HOWARD		4/28/1997			scott@cityofgastonia.com	UTILITY LOCATOR	Electric/Electronic Service	Joe Albright	Shayne Helm
	JERRY	WAYNE	HOWELL		2/4/2006			Howell_JerryW@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Kent Hammon
	JOE	TERRINA	HOWELL		2/9/2005				CUSTODIAN	Public Works/Billing & Grounds	Date Denton	David Truett
	ROBERT	L	HOWELL		11/18/2013				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves
	DANNY	LEMONT	HOYLE		10/21/2013				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Thomas Dobby
	STEVEN	DEAN	HOYLE		5/19/2014			Hoyle_Steven@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Doug Barker
	BERNARD	AILEN	HARDISTON		10/2/2006				HOUSEHOLD RECYCLING TECHNICIAN	Solid Waste/Sanitation	Date Denton	Dee Dee Gille
	LINDA	PATTERSON	HUDGINS		1/26/2010			linda@cityofgastonia.com	MUSEUM GUEST SERVICES SPECIALIST	Schale Museum/Administration	Ann Tippitt	Karl McKinnon
	ADAM	SCOTT	HUDSON		7/13/2015			Hudson_Adam@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Doug Carpenter
	RECELE	DYLAN	HUGHES		1/16/2018				TREATMENT PLANT OPERATOR II	Water & Sewer/Water Treatment	Joe Albright	Date Cobler
	DOUGLAS	L	HUFFMAN		2/4/2008			huffman_doug@cityofgastonia.com	FIRE/OPERATIONS	Fire/Operations	Chief Phil Welch	Matthew Young
	COODY	DANIEL	HUFFSTETLER		1/22/2011			huffstetler_coody@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Kevin Putnam
	STANLEY	CRAIG	HUFFSTETLER		1/22/1994			Huffstetler_St Stanley@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jeffrey Queen
	ALYSSON	SMITH	HUMMEL		2/19/2018			alysson@cityofgastonia.com	BENEFITS ADMINISTRATOR	Human Resources/Human Resources	Crystal Certain	Judy Smith
	JOSHUA	CALIB	HUMPHREY		7/23/2018				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Trent Conrad
	ANGELA	PUTNAM	HURKINS		7/14/2014			angelaputnam@cityofgastonia.com	BILLING SPECIALIST	Financial Services/Accounts Receivable	Crystal Certain	Billy Brown
	RYAN	HOUSTON	HUNEYCUTT		7/18/2016				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Scott McClure
	JASON	D	HUNNICUTT		12/15/1997			jasonh@townofsalisbury.com	LABORATORY TECHNICIAN IV	Water & Sewer/Wastewater Treatment	Joe Albright	Annette McMurray
	DAVID	LEE	HUNT		2/20/2017			scott@cityofgastonia.com	METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owenby
	BRANDON	ALLEN	HURKINS		3/19/2018				REFUSE COLLECTOR/RESERVE DRIVER	Solid Waste/Sanitation	Date Denton	Chris Adams
	DEBORAH	W	HURKINS		4/4/2005			deborah@cityofgastonia.com	BUSINESS PRACTICES ANALYST	Technology Services/Applications (Software)	Beverly Becker	Jessica Marshall
	MATTHEW	G	DOUGLAS	HUSS	11/22/2019				CREW CHIEF I-PUBLIC WORKS	Stormwater/Operations	Date Denton	STEVE SHANNON
	MICHAEL	G	HUSS		12/17/2012			huss_michael@cityofgastonia.com	CREW CAPTAIN	Police/Field Services	Chief Phil Welch	Wade Nease
	STEPHEN	D	HUSS		8/9/1999			stephen@cityofgastonia.com	FLEET BUSINESS SUPERVISOR	Transit/Maintenance	Date Denton	Cindy Forrester
	STANLEY	D	HYDE		6/5/2017				SENIOR PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Jerry Browning
	ELEEN	B	IEVOLI		1/14/2012				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	PATRICK	A	ISENHOUR		7/27/1998				LINE TECHNICIAN IV	Electric/Electronic Line Maintenance	Joe Albright	Matt Lambert
	BRANDON	J	JACKSON		6/12/2017			brandonj@cityofgastonia.com	ASSISTANT DIRECTOR OF INFORMATION TECHNOLOGY	Technology Services/Applications (Software)	Beverly Becker	
	JOSHUA	CALIB	JACKSON		6/26/2017				LINE TECHNICIAN I	Electric/Electronic Line Maintenance	Joe Albright	n/a
	ALVIN	JAMES	JAMES		6/24/2004			alvin@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Brian Atkins
	YVETTE	LOUISE	JAMES		10/17/2015			yvette@cityofgastonia.com	PAYROLL ASSISTANT	Financial Services/Accounting	Crystal Certain	Wendell Hendrix
	STEPHANIE	REAVES	JAMOULIS		9/3/2013			stephanie_reaves@cityofgastonia.com	OFFICE ASSISTANT III	Police/Support Services	Chief Rob Helton	Ed Truss
	GREGORY	WAGNER	JAMWELL		9/16/2017			greg@cityofgastonia.com	OFFICE ASSISTANT III	Public Works/Billing & Grounds	Date Denton	Wade Nease
	DENNIS	SCOTT	JEFFERIES		8/20/1986				AUTOMOTIVE MECHANIC I	Public Works/Equipment Services	Chief Rob Helton	Roger Biehl
	BRYON	DAVID	JENKINS		2/4/1996			Jenkins_Bryon@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	William Fontenberry
	COODY	WAYNE	JENKINS		4/20/2015			Jenkins_Coody@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Charles Stewart
	DANIEL	KELLY	JENKINS		6/5/2017				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Kent Hammon
	KATHY	L	JENKINS		5/3/2003			kathy@cityofgastonia.com	MUNICIPAL OPERATIONS CENTER ADMINISTRATIVE MANAGER	Water & Sewer/Administration	Joe Albright	Joe Albright
	ROBERT	WYTON ALEC	JENKINS		3/31/2014				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Doug Barker
	DONALD	F	JENKINS III		3/19/2001			fjenkins@cityofgastonia.com	ELECTRIC SERVICE TECHNICIAN	Electric/Electronic Service	Joe Albright	Scott Pharris
	ANTHONY	E	JOHNSON		7/15/2013			johnson_anthony@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Kevin Putnam
	CHRISTINA	R	JOHNSON		9/11/2000			christina@cityofgastonia.com	OFFICE ASSISTANT I	Water & Sewer/Wastewater Treatment	Joe Albright	David Shellenbarger
	CHARLES	CHARLES	JOHNSON		7/8/2002			cliff@cityofgastonia.com	SENIOR SURVEYING TEAM LEADER	Development Services/Engineering	Rusty Bost	Gary Saine
	GREG	ALTON	JOHNSON		5/29/1995			greg@cityofgastonia.com	FATS, OIL, GREASE COORDINATOR I	Water & Sewer/Utilities Maintenance	Joe Albright	Brian Potocki
	MICHAEL	JOHNSON	JOHNSON		12/14/1988			johnson_michael@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Jonathan Halman
	PATRICIA	TAYLOR	JOHNSON		6/26/1990			patricia@cityofgastonia.com	KEEP GASTONIA BEAUTIFUL ADMINISTRATOR	Community Services/Keep Gastonia Beautiful	Crystal Certain	Vincent Wong
	STEPHANIE	JO	JOHNSON		7/12/2014				LABORATORY SUPERVISOR	Water & Sewer/Water Treatment	Joe Albright	David Rowland
	TUCKER	ADDITION	JOHNSON III		5/28/1996			tucker@cityofgastonia.com	ASSISTANT CITY ENGINEER	Development Services/Engineering	Rusty Bost	Joe Saine
	TRACY	M	JOHNSON III		11/30/1991				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves
	JAMES	B	JOHNSON JR		9/11/1995			james@cityofgastonia.com	CIVIL ENGINEER I	Development Services/Engineering	Rusty Bost	Tucker Johnson
	EUGENE	F	JONES		6/20/1994			genaj@cityofgastonia.com	ASSISTANT DIVISION MANAGER OF ELECTRIC UTILITY	Electric/Administration	Joe Albright	Ron Gaff
	TIMOTHY	R	JONES		11/20/2015				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power/Bill/Power/Bill	Date Denton	EDWARD STROUD
	CANDICE	BROOKE	JORDAN		1/8/2018				MUSEUM PROGRAM SPECIALIST	Schale Museum/Programs	Ann Tippitt	Tony Pasour
	CHARLES	NMN	JUNE		11/12/2007			justin@cityofgastonia.com	CREW CHIEF I-PUBLIC WORKS	Water & Sewer/Street Maintenance	Date Denton	EDWARD STROUD
	GAHEY	N	JUSTICE		6/27/2011			justin_gahey@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Jonathan Halman
	FRANCIS	A	JUSTICE		7/1/2014				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owenby
	CHAD	NATHAN	KAY		3/2/2009			chad@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Wilson
	SYNTHIA	S	KEARNEY		8/5/1996			kearney_synthia@cityofgastonia.com	BATTALION CHIEF	Fire/Operations	Chief Phil Welch	Mark Rutherford
	DEBORAH	K	KESTER		4/17/2003				WATER & SEWER/UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Chief Rob Helton	Wade Nease
	LEONARD	JOEL	KELLY		1/26/1991			Kelly_Joel@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Woody Thomas
	STEVEN	LEROY	KENDRICK		1/21/1995				REFUSE COLLECTOR	Solid Waste/Sanitation	Date Denton	Chris Adams
	EDWARD	EUGENE	KENNDY		9/12/2016				SCHOOL CROSSING GUARD	Police/Field Services	Chief Rob Helton	Rodney Adridge
	TERRY	KING	KING		1/29/2014			terryking@townofsalisbury.com	FIELD SUPERVISOR-FACILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Chris Adams
	MICHAEL	C	KINLAN		2/12/2001			mikek@cityofgastonia.com	CONSTRUCTION INSPECTOR	Development Services/Engineering	Rusty Bost	Joe Blaker
	JENNIFER	WEBB	KIRBY		4/25/2005				LABORATORY TECHNICIAN III	Water & Sewer/Wastewater Treatment	Joe Albright	Annette McMurray
	DONALD	SAMUEL	KIRK		8/27/2007				LINE TECHNICIAN I	Electric/Underground Line Construction	Joe Albright	Shayne Helm
	ROBERT	EDWARD	KIRKLAND		8/8/2016				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Date Denton	Chris Adams
	ROBERT	EUGENE	KIRKLAND		7/19/2004				CREW CHIEF I-PUBLIC WORKS	Power/Bill/Power/Bill	Date Denton	EDWARD STROUD
	DAVID	DAVID	KIRKPATRICK		10/22/2013				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Jason Thompson
	JODY	BLAIR	KISER		9/11/1995			jody@cityofgastonia.com	ELECTRIC UTILITY CREW SUPERVISOR	Electric/Electronic Line Construction	Joe Albright	Rob Barber
	TAMMIE	S	KISER		1/22/2008			tammiek@cityofgastonia.com	CUSTOMER SERVICE ANALYST	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	SUSAN	C	KLUZITZ		1/7/1989			susan@cityofgastonia.com	REVENUE ADMINISTRATOR	Financial Services/Revenue Administration	Crystal Certain	Crystal Certain
	ALEXANDER	BRIAN	KOEPPEL-CALZADA		1/16/2018				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Craig Singer
	ALLYSON	M	KONEY		14/2016			Koney_Alyson@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Brian Atkins
	JOHN	A	KOPCZYNSKY		17/2017				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Kent Hammon
	RAYMOND	J	KURTAK		4/18/1998			ray@cityofgastonia.com	INFORMATION SYSTEMS ADMINISTRATOR	Technology Services/Applications (Software)	Beverly Becker	Brandon Jackson
	CHRISTOPHER	S	LACKEY		2/11/2002			christopher@cityofgastonia.com	SENIOR COMMUNICATIONS TECHNICIAN-SANITATION	Technology Services/Communications	Beverly Becker	Paul Privett
	CHARLES	M	LAFONTAIN		16/2007				REFUSE COLLECTOR	Solid Waste/Sanitation	Date Denton	Wayne Hendrickson
	MICHAEL	LARRY	LAMAR		3/4/2011			michael@cityofgastonia.com	COMMUNICATIONS PARAVISIT	Electric/Metering/Programs	Ann Tippitt	Tony Pasour
	DONNA	COX	LAMISER		9/14/1994			Lahser_Donna@cityofgastonia.com	PUBLIC INFORMATION SPECIALIST	Communications & Marketing	Rachel Bagley	Rachel Bagley
	MATTHEW	J	LAMBERT		9/3/1996			matth@cityofgastonia.com	ELECTRIC UTILITY CREW SUPERVISOR	Electric/Electronic Line Maintenance	Joe Albright	Rob Barber
	ZACKARY	JOE	LAMBERT		8/7/2017				GROUND MAINTENANCE WORKER I	Parks & Cultural Svcs/Athletics	Cam Carpenter	Justin Parler
	JAMES	L	LANDIS		6/16/2003			landis_james@cityofgastonia.com	FIELD SALES	Public Works/Sanitation	Chief Phil Welch	Kevin Putnam
	NICHOLAS	ANDREW	LANE		12/12/2011			lane_nick@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Kenneth Griffin
	RANDALL	SCOTT	LANE		3/16/2015				AUTOMOTIVE MECHANIC III	Public Works/Equipment Services	Date Denton	Roger Coble
	JOHNNY	WAYNE	LANKLEY		9/16/2005			johnny@townofsalisbury.com	FACILITIES PLANT MECHANIC III	Water & Sewer/Utilities Maintenance	Joe Albright	Terry King
	BRENT	DWAYNE	LANKFORD		1/29/1991			brankford@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Paul Borom
	MICHAEL	BRIAN	LARI		3/14/1994			Lari_Mike@cityofgastonia.com	POLICE CAPTAIN	Police/Support Services	Chief Rob Helton	Mike Smith
	CHRISTOPHER	KEITH	LAWSON		6/29/2009				REFUSE COLLECTOR	Solid Waste/Sanitation	Date Denton	Chris Adams
	DAVID	LEONARD	LAWSON		4/12/2001				TREATMENT PLANT OPERATOR II	Water & Sewer/Water Treatment	Joe Albright	Date Cobler
	ANGEL	MILLER	LEAK		7/22/2017				BUS DRIVER	Transit/Operations	Date Denton	Stephanie Barnett
	STACY	MITCHELL	LEATHERMAN		4/11/2016			stacy@cityofgastonia.com	TRAFFIC SERVICES TECHNICIAN I	Public Works/Public Works	Date Denton	JOEY THOMPSON
	ZACHARY	JAMES	LECHETTE		9/12/2015			lechette_zach@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Keith McCabe
	ANGELA	KENDRICK	LEDORD		3/22/1993			angela@cityofgastonia.com	PUBLIC SERVICES SPECIALIST	Public Works/Equipment Services	Date Denton	Cindy Forrester
	COODY	TYLER	LEDORF		8/27/2018				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owenby
	JUSTIN	BRIAN	LEDORF		2/9/2015				CIVIL ENGINEER I	Development Services/Engineering	Rusty Bost	Jason Wallace
	ROBERT	PAYTON	LEDORF		6/1/2015			robert@cityofgastonia.com	SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Date Denton	Chris Adams
	THOMAS	XAO	LEE		9/28/2015				LABORATORY TECHNICIAN II	Water & Sewer/Water Treatment	Joe Albright	Stephanie Barnett

Employee number	First Name	Middle Name	Last Name	Age	Orig hire date	Ethnic Code	Gender	Email Address	Title	Home dept description	Department Head	Field Supervisor
	CRAIG	M	LOWRANCE		11/1/2004			lowrance_craig@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Patrick Spiker
	JACK	NMN	LUNGSBAY		12/18/2017				LINE TECHNICIAN I	Electric/Electric Service	Joe Albright	Matt Lambert
	BRENT	R	LUCAS		8/27/1988				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Doug Barker
	DAVID	E.	LUOTO		9/7/1999			luto_david@cityofgastonia.com	AUTOMOTIVE SERVICE ATTENDANT	Police/Support Services	Chief Rob Helton	Paul Smith
	DAVID	LUZ	LUZ		7/27/2015			luz_david@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Scott McClure
	DAVID	R	LUTZ		11/11/1986				LINE TECHNICIAN IV	Electric/Electric Service	Joe Albright	Scott Phillips
	DEREK	W	LUTZ		9/11/2015				AUTOMOTIVE MECHANIC II	Public Works/Equipment Services	Dale Denton	Roger Casie
	GARY	CLAUDE	MABRY		2/9/2015			gmabry@cityofgastonia.com	ELECTRIC SYSTEMS/RATE ENGINEER I	Electric/Administration	Joe Albright	Ron Gaff
	ANDREW	S	MACE		3/4/2015				LINE TECHNICIAN IV	Electric/Electric Service	Joe Albright	Scott Phillips
	GLENN	E	MACE		4/8/1989			glenn_g@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Michael St. Thomas
	CHRISTOPHER	DOUGLAS	MACKEY		11/6/2017			MacKay_Christ@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Trent Conard
	BRANDON	M	MALDONADO		11/23/2015			brandonm@cityofgastonia.com	ASSISTANT CREW CHIEF-SOLID WASTE	Solid Waste/Sanitation	Dale Denton	Chris Adams
	DANIEL	CARLOS	MALDONADO		12/30/2015				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owens
	DARRYL	ALEXANDER	MANLEY		2/25/2002				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Chris Adams
	CHARLES	G	MAPLES		10/18/2010				RANGE LEADER	Police/Support Services	Chief Rob Helton	Paul Smith
	MAUREEN	LAVARNE	MARKS DEW		5/29/2015				BUS DRIVER	Transportation	Vincent Wong	Stephane Barnett
	ALAN	BENARD	MARK OYE		10/10/2005				CREW CHIEF-LPUBLIC WORKS	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Ewert
	JESSICA	GHEAT	MARSHALL		8/29/2011			jessicam@cityofgastonia.com	INFORMATION SYSTEMS ADMINISTRATOR	Technology Services/Applications	Beverly Bieker	Brandon Jackson
	MAX	ZAHN	MARSHALL		8/27/1988				SURVEYING TECHNICIAN II	Development Services/Engineering	Rusty Bost	Chif Johnson
	SHAWN	W	MARTIN		4/5/2004			martin_shawn@cityofgastonia.com	POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Craig Singer
	STEPHEN	J	MASKOL		9/14/1998			stevem@cityofgastonia.com	SOFTWARE DEVELOPER & DATABASE ANALYST	Technology Services/Applications	Beverly Bieker	Ray Kurtag
	JARRETS	RASHAWN	MASON		7/16/2018				CONSTRUCTION WORKER I	Power/Bill/Power Bill	Dale Denton	EDWARD STROUD
	ROBERT	GEORGE	MASON		2/4/2008				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Chris Adams
	CHRISTOPHER	MASSEY	MASSEY		8/20/2009				AUTOMOTIVE MECHANIC III	Police/Support Services	Dale Denton	Scott Phillips
	CARLA	MEGAN	MASTRO-SMITH		6/23/2008			mastro_carla@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Adrienne Walker-Hall
	LEON	TAVARES	MATTHEWS		5/9/2005			matthews_leon@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Matthew Young
	PAUL	MATTOX	MATTHEWS		4/16/2018			matthews_paul@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Rob Helton	Bryan Sumner
	SUSAN	CAROL	MAUNEY		4/24/1989			susanm@cityofgastonia.com	ACCOUNT TECHNICIAN	Financial Services/Accounting	Crystal Certain	Wendell Hendrix
	WESLEY	AARON	MAUNEY		5/21/2018				REFUSE COLLECTOR/RESERVE DRIVER	Solid Waste/Sanitation	Dale Denton	Wayne Handcock
	JACK	ALAN	MAY		8/25/1990			alam@cityofgastonia.com	CURATOR OF ANTHROPOLOGY/RESEARCH COORDINATOR	Schele Museum/Programs	Ann Tippett	Karl McKinnon
	JAMES	L	MAY II		6/2/2008			jimmym@cityofgastonia.com	CONSTRUCTION INSPECTOR	Development Services/Engineering	Rusty Bost	Joe Bieker
	ANDREW	CARLTON	MCBRIDE		9/5/2017				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Brandon Pressley
	KEITH	C	MCCABE		9/4/2001			McCabe_Keith@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Rodney Aldridge
	ELIZABETH	HEATH	MCCARTER		1/25/2016				RECREATION CENTER LEADER	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Judy Griffin
	CAMERON	LEE	MCCASLIN		2/6/2017				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Shane Thompson
	ELI	MCCOY	MCCOY		4/14/2004			MCCoY_Eli@cityofgastonia.com	ADMINISTRATIVE ASSISTANT I	Fire/Operations	Chief Rob Helton	Chris Phillips
	DLANDO	JRAY	MCCLEAVE		9/18/2017				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	JESSICA	ANN	MCCLEAVE		3/26/2018				POLICE RECORDS SPECIALIST II	Police/Support Services	Chief Rob Helton	Janet Griffin
	MERRIN	JONATHAN	MCCLEAVE		10/10/2005				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Wayne Handcock
	DANIEL	SCOTT	MCCOY		8/26/2008			scottmccoy@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Scott Phillips
	DARRYL	A	MCCLEIRE		3/19/1983			darrylm@cityofgastonia.com	RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Andy Stahr
	JUSTIN	FREDERICK	MCCONNELL		5/15/2017			mcconnell_justin@cityofgastonia.com	BUSINESS SYSTEMS ANALYST	Technology Services/Applications	Beverly Bieker	Tim Morrow
	DEVIN	MAURICE	MCCORRICK		3/12/2018				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Stefing Hastings
	JANIS	E	MCCORMACK		12/7/2015				POLICE RECORDS SPECIALIST I	Police/Support Services	Chief Rob Helton	Janet Griffin
	JARON	DEMORRIS	MCELHANEY		4/3/2017				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Chris Adams
	ALAN	SHIMBAZ	MCCORRIGGH		3/19/2015			alanm@cityofgastonia.com	COMPUTER SUPPORT TECHNICIAN I	Technology Services/Infrastructure	Beverly Bieker	Ken Wright
	CYNTHIA	MCKAY	MCKAY		7/10/1989			mckay_cynthia@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Rob Helton	Harold Welch
	MICHAEL	A	MCKAY		9/22/1997			McKay_Mike@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Synthia Keamey
	KARL	LUTHER	MCKINNON		7/2/2007			karlm@cityofgastonia.com	ASSISTANT DIRECTOR OF SCHELE MUSEUM	Schele Museum/Administration	Ann Tippett	Ann Tippett
	JANA	COLLEEN	MCKIMMIN		4/6/2015				SENIOR PLANNER	Development Services/City Planning	Rusty Bost	Jason Thompson
	HUEY	A	MCMILLAN		6/6/1983			huenym@cityofgastonia.com	TRAFFIC OPERATIONS MANAGER	Public Works/Public Works	Dale Denton	DALE DENTON
	HEIDI	P	MCMILLAN		11/15/1989			McMillan_Heidi@cityofgastonia.com	POLICE SERGEANT	Police/Support Services	Chief Rob Helton	Eric Curts
	ANNETTE	L	MCMURRAY		3/19/2012			annetamm@cityofgastonia.com	LABORATORY SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	David Shenberger
	FRED	DILLARD	MCMURRAY III		2/19/1996			McMurray_Fred@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Rodney Aldridge
	CHRISTIAN	MICHAEL	MCCNEAL		4/10/2017				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Scott McClure
	THOMAS	BERNARD	MCCNEAL		6/14/2013				LAKE ATTENDANT	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Shap Youngblood
	RICHARD	N	MCREE		9/14/2015			McRee_Richard@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Shante Southern
	JOSHUA	MARVIN	MCSWAN		1/22/2018				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Aaron Wurster
	DEREK	MIEX	MELTON		12/15/2008			melton_derek@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Kevin Gaff
	MELISSA	ANNETTE	MELTON		11/8/2010			missym@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II	Development Services/Engineering	Rusty Bost	Rusty Bost
	CHRISTIAN	LYNN	MERCER		8/20/2018				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Dale Cobler
	DEBORAH	WYNNE	MERRETH		9/10/2018				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Laura Baggett
	SANDRA	MASON	MERRILL		8/7/2006			sandym@cityofgastonia.com	HANSEN/CYTA BILLING SPECIALIST II	Water & Sewer/Administration	Joe Albright	Kathryn
	MICHAEL	M	MESSENGER		5/27/2006			carriem@cityofgastonia.com	WAREHOUSE TECHNICIAN	Financial Services/Purchasing	Crystal Certain	Jeff Loyd
	BILLY	WAYNE	MESSER		9/13/1993			waynem@cityofgastonia.com	LINE TECHNICIAN IV	Electric/Electric Service	Joe Albright	Scott Phillips
	CHRISTOPHER	BOYD	MESSEY		6/29/2011				PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Kevin Gaff
	MICHAEL	STEPHEN	MICHAEL		5/26/2015			hmam@cityofgastonia.com	ELECTRICIAN II	Public Works/Bldg & Grounds	Dale Denton	Mike Rozas
	RYAN	YELINA	MILLER		4/30/2018				BUS DRIVER	Transportation	Vincent Wong	Stephane Barnett
	RAYMOND	JOHN	MILLER JR		5/11/2015				LINE TECHNICIAN IV	Electric/Electric Line Maintenance	Joe Albright	Shane Helm
	CHEYEN	LEE	MILLS		9/14/2018				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Wayne Handcock
	TRAVIS	SENTEL	MINTZ		10/1/2007				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Chris Adams
	REBECCA	NMN	MINZ		7/9/2007			beckym@cityofgastonia.com	CASE MANAGEMENT SPECIALIST-CODE ENFORCEMENT	Development Services/Building Support	Rusty Bost	Brian Pratt
	KEVIN	N	MONTEITH		6/19/2006				TREATMENT PLANT OPERATOR III	Water & Sewer/Wastewater Treatment	Joe Albright	Dale Cobler
	JACOB	STEELE	MOODY		10/16/2017				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves
	JOHNNY	CHARLES	MOONEY		11/15/2019			johnny@cityofgastonia.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Stefing Hastings
	JUSTIN	WYNNE	MORIS		9/21/2015				LANDSCAPE TECHNICIAN II	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Ewert
	KATHY	BYRD	MOORE		9/10/2018				CUSTODIAN	Public Works/Bldg & Grounds	Dale Denton	David Truett
	SHALUN	ANTHONY	MOORE		5/12/2007			shaunm@cityofgastonia.com	WAREHOUSE SUPERVISOR	Financial Services/Warehouse	Crystal Certain	Lindsay Howe
	TRENTON	JOHN	MORSE		9/13/2018				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Trent Conard
	MARVIN	C	MOOSE III		9/3/2016			mavm@cityofgastonia.com	FACILITIES MAINTENANCE ELECTRICIAN	Water & Sewer/Utilities Maintenance	Joe Albright	Ryan Potocki
	ROBERT	MOORE	MORSE		11/6/2013			Robert_Moore@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Scott Phillips
	MARK	A	MORGAN		5/18/2015				AUTOMOTIVE MECHANIC III	Public Works/Equipment Services	Dale Denton	Roger Casie
	LESLIE	BALLARD	MORRIS		7/21/2014			lesliem@cityofgastonia.com	OCCUPATIONAL HEALTH NURSE	Human Resources/Human Resources	Judy Smith	Judy Smith
	DENNIS	RYAN	MORRISON		9/22/2014				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Esler
	ROBERT	FRANKLIN	MORROW		3/6/2017			morrow_robert@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Michael Carpenter
	TIMOTHY	D	MORROW		11/19/2001			Morrow_Tim@cityofgastonia.com	PUBLIC SAFETY DATABASE ADMINISTRATOR	Technology Services/Applications	Beverly Bieker	
	WILLIAM	CHARLES	MORROW		5/31/2011			morrow_charles@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Stanley Huffstater
	RONALD	MOSE	MORSE		4/10/2017				CRIME CROSSING GUARD	Police/Field Services	Chief Phil Welch	Neil Brown
	JOHN	R	MOSS		5/1/2017				GROUNDS MAINTENANCE WORKER I	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Justin Parker
	JONATHAN	A	MOSS		10/11/2004				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Wayne Handcock
	KASSIE	TAYLOR	MOSS		4/19/2014				PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Jerry Browning
	MICHAEL	W	MOSS		4/30/2018				GROUNDS MAINTENANCE WORKER I	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Justin Parker
	GREGORY	MICHAEL	MOYER		5/2/2016			gregorym@cityofgastonia.com	CIVIL ENGINEER III	Development Services/Engineering	Rusty Bost	Jason Wallace
	CARL	NOL	MUELLER JR		1/26/1991			muellem@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Eric Curts
	REBECCA	MOORE	MURPHY		2/26/2002			rebeccam@cityofgastonia.com	MUSEUM RECEPTIONIST	Schele Museum/Administration	Ann Tippett	Karl McKinnon
	ANTONIO	MENDEZ	MURPHY		4/10/2017				ASSISTANT RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Darryl McClure
	JAMES	D	MURRAY		10/15/2007				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves
	TIMOTHY	MICHAEL	MURRAY		6/20/2011			tim@cityofgastonia.com	MOTOR EQUIPMENT OPERATOR UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	BRANDON	ALDRICH	MYERS		3/22/2014				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power/Bill/Power Bill	Dale Denton	STEVE SHANNON
	DAVID	A	MYERS		11/14/2016			myers_david@cityofgastonia.com	RANGE ATTENDANT	Police/Support Services	Chief Rob Helton	Paul Smith
	ANDREW	ROBERT	NANCE		12/14/2016				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Michael McKay
	TODD	S	NANNY		10/14/2002				TREATMENT PLANT OPERATOR III	Water & Sewer/Wastewater Treatment	Joe Albright	Dale Cobler
	TAREK	E	NAVARRO		7/10/2006							

Employee number	First Name	Middle Name	Last Name	Age	Orig hire date	Ethnic Code	Gender	Email Address	Title	Home dept description	Department Head	Field Supervisor
	AJLIO	MARCELINO	PARADES		19/2017			ajlio@cityofgastonia.com	PLANNER	Development Services/Transportation Planning	Rusty Bost	Jason Thompson
	CHRISTOPHER	H	PARHAM		6/6/2011			hparham@cityofgastonia.com	SENIOR PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Justin Parker
	ROBIN	H	PARHAM		8/6/2014			hparham@cityofgastonia.com	ADMINISTRATIVE ASSISTANT I	Parks & Cultural Svcs/Administration	Cam Carpenter	Cam Carpenter
	DAVID	ALAN	PARKER		6/25/2018			dparker@cityofgastonia.com	MUSEUM PROGRAM SPECIALIST	Schiele Museum/Programs	Ann Tippitt	Tony Ptasow
	JUSTIN	RAY	PARKER		7/16/2011			jparker@cityofgastonia.com	PARK MAINTENANCE SUPERVISOR	Parks & Cultural Svcs/Athletics	Cam Carpenter	Jerry Browning
	KENNETH	WAYNE	PARKER		4/11/2016			kwayne@cityofgastonia.com	CONSTRUCTION WORKER II	Water & Sewer/Street Maintenance	Dale Denton	EDWARD STROUD
	LAUREN	ALEXIS	PARKER		6/11/2018			lparker@cityofgastonia.com	ASSISTANT RECREATION PROGRAM SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Andy Starr
	STEVEN	NMN	PARKER		6/16/2014			sparker@cityofgastonia.com	METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owenby
	ROBBIN	SHEPHERD	PARKER		10/6/2016			rparker@cityofgastonia.com	CUSTOMER SERVICE REPRESENTATIVE II	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	CYNTHIA	J	PARRSOTT		6/2/2006			cparrsott@cityofgastonia.com	MUSEUM RECEPTIONIST	Schiele Museum/Programs	Ann Tippitt	Karl Mackinnon
	ABRAHAM	M	PASOUR		7/6/2001			apasour@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Bron Summey
	TONY	P	PASOUR		5/15/2000			tpasour@cityofgastonia.com	HEAD OF INTERPRETATION	Schiele Museum/Programs	Ann Tippitt	Andy Starr
	ANDREW	ELIAS	PATE		3/14/2011			apate@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Nancy Caperton
	DAMON	A	PATRIGNELLI		9/10/2018			dpatrignelli@cityofgastonia.com	METER REPAIR TECHNICIAN	Water & Sewer/Customer Service	Joe Abright	Jackie Hendricks
	JODY	LYNN	PALKU		1/11/2014			jpalku@cityofgastonia.com	BUS DRIVER	Transit/ADA Paratransit	Vincent Wong	Stephanie Barnett
	CHRISTOPHER	D	PAVNE		11/30/1998			cpavne@cityofgastonia.com	COMPUTER SUPPORT TECHNICIAN III	Technology Services/Infrastructure	Beverly Beaker	Ken Wirtz
	JONATHAN	YODD	PAYTON		8/19/2013			jpavne@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Eric Helton
	DAVID	WAYNE	PEACE		3/22/2010			dpeace@cityofgastonia.com	COMMUNICATIONS SYSTEMS ENGINEER	Technology Services/Communications	Beverly Beaker	Paul Hivert
	JUSTIN	T	PEARSON		4/28/2014			justin@workvitalities.com	FIELD SUPERVISOR I-SYSTEMS MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Abright	Ron Cook
	MICHAEL	G	PEARSON		2/9/1986			mpearson@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Keneth Griffin
	WILLIAM	M	PEELER		6/7/2004			wpeeler@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Paul Smith
	MIRIAM	J	PENN		2/19/2007			mpenn@cityofgastonia.com	POLICE RECORDS SPECIALIST III	Police/Support Services	Chief Rob Helton	Janet Griffin
	C	PEOPLES	PENNINGTON		1/26/2015			cpenn@cityofgastonia.com	CITY MANAGER	City Manager	Mark Peoples	City Council
	MICHAEL	C	PEREZ		8/11/2014			mperez@cityofgastonia.com	FIRE-FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Eric
	RICARDO	N	PERZ		10/16/2006			rperz@cityofgastonia.com	MOTOR EQUIPMENT OPERATOR UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Abright	Justin Pearson
	JOHN	CLARK	PETTY		10/16/2006			jpetty@cityofgastonia.com	MOTOR EQUIPMENT OPERATOR UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Abright	Justin Pearson
	HUE	THANH	PHAM		10/4/2004			hpham@cityofgastonia.com	SENIOR SOFTWARE DEVELOPER & DATABASE ANALYST	Technology Services/Applications	Beverly Beaker	Jessica Marshall
	BRANDON	DWIGHT	PHILBECK		6/20/2016			dphilbeck@cityofgastonia.com	SYSTEMS MAINTENANCE TECHNICIAN I	Water & Sewer/Utilities Maintenance	Joe Abright	Justin Pearson
	BRANDON	SCOTT	PHILLIPS		6/28/2010			bphilips@cityofgastonia.com	LINE TECHNICIAN I	Electric/Electric Line Construction	Joe Abright	Matt Lambert
	CHAD	ADAM	PHILLIPS		7/11/2005			chad@cityofgastonia.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Abright	Justin Pearson
	CHARLES	SCOTT	PHILLIPS		10/24/1994			cphilips@cityofgastonia.com	ELECTRIC UTILITY OPERATIONS SUPERVISOR	Electric/Electric Service	Joe Abright	Gene Jones
	HUNTER	SETH	PHILLIPS		6/4/2016			hunter@cityofgastonia.com	GROUNDS MAINTENANCE WORKER I	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Jerry Browning
	MATTHEW	PHILIP	PHILLIPS		1/22/2007			mphilips@cityofgastonia.com	MANAGEMENT ANALYST	Police/Field Services	Chief Rob Helton	Jessica Marshall
	WESTLEY	ROBERT	PITCHFORD		1/31/2011			wpitchford@cityofgastonia.com	FIRE-FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Brian Wilson
	AARON	GUY	PLANTON		14/2016			aplanton@cityofgastonia.com	METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owenby
	JAMES	G	PLUMMONS		2/19/2001			jplummons@cityofgastonia.com	LANDSCAPE TECHNICIAN I	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Ewert
	SHELLIE	RENEE	POOLE		1/10/2016			spoole@cityofgastonia.com	LABORATORY TECHNICIAN III	Water & Sewer/Wastewater Treatment	Joe Abright	Annette McManamy
	A	POPOVICH	POTOCKI		12/12/2005			apopovich@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Keith McCabe
	BRIAN	J	POTOCKI		10/8/2001			bpotocki@cityofgastonia.com	ASSISTANT DIRECTOR OF PUBLIC UTILITIES	Water & Sewer/Utilities Maintenance	Joe Abright	Joe Abright
	KENNETH	R	POTTER		5/21/2018			rpotter@cityofgastonia.com	ELECTRICIAN I	Water & Sewer/Utilities Maintenance	Joe Abright	Terry King
	PHILLIP	RUSSELL	POTTER		9/5/2017			rpotter@cityofgastonia.com	LINE TECHNICIAN I	Electric/Electric Service	Joe Abright	Scott Phillips
	HOLDEN	PHILIP	PRATER		1/11/2016			hprater@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Laura Biggestaff
	BRANDON	S	PRESSLEY		7/12/2004			spressley@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Kent Foy
	CALIB	LEE	PRICE		8/10/2012			cprice@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Chris Wadsworth
	DAVIN	WELTH	PRICE		6/23/2014			dprice@cityofgastonia.com	FIRE-FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Matthew Young
	PAUL	WESLEY	PRIVETT		4/8/1991			pprivett@cityofgastonia.com	COMMUNICATIONS SUPERVISOR	Technology Services/Communications	Beverly Beaker	Beverly Beaker
	BRADLEY	DEAN	PROBST		5/14/2018			dprobst@cityofgastonia.com	GROUNDS MAINTENANCE WORKER I	Parks & Cultural Svcs/Athletics	Cam Carpenter	Jerry Browning
	ARNOLD	K	PROBST JR		5/9/2013			kprobst@cityofgastonia.com	AUTOMOTIVE MECHANIC III	Transit/Maintenance	Dale Denton	Steve Huss
	ROBERT	E	PROBST JR		5/30/2017			rprobst@cityofgastonia.com	RIGHT-OF-WAY AGENT	Development Services/Engineering	Rusty Bost	Gary Saine
	BRIAN	L	PRUETT		11/5/2012			bpruett@cityofgastonia.com	BUILDING CODES ADMINISTRATOR	Development Services/Building Support	Rusty Bost	Rusty Bost
	JONATHAN	REID	PRUITT		3/12/2018			jpruitt@cityofgastonia.com	SENIOR MOTOR EQUIPMENT OPERATOR- SANITATION	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	PAMELA	BROOKS	PRUITT		2/13/2017			pbrooks@cityofgastonia.com	CUSTOMER SERVICE SUPERVISOR	Public Works/Bldg & Grounds	Dale Denton	David Truett
	BRANDON	G	PUNNAM		7/7/2014			bpunnam@cityofgastonia.com	CODE ENFORCEMENT OFFICIAL IV	Development Services/Building Support	Rusty Bost	Brian Pratt
	JASON	K	PUNNAM		11/4/2000			jpunnam@cityofgastonia.com	ZONING OFFICER	Development Services/City Planning	Rusty Bost	Jason Thompson
	KEVIN	A	PUNNAM		2/19/1996			kpunnam@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Mark Lee
	RYAN	A	PUNNAM		6/11/2001			rpunnam@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Craig Singer
	JAMES	FLOYD	QUEEN		3/6/1995			jqueen@cityofgastonia.com	BATTALION CHIEF	Fire/Operations	Chief Phil Welch	Mark Rutherford
	JEFFREY	BRETT	QUEEN		8/21/1995			jqueen@cityofgastonia.com	BATTALION CHIEF	Fire/Operations	Chief Phil Welch	Mark Rutherford
	JACLYN	ALECA	QUINLEY		1/10/2005			jqunley@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Scott Nohr
	ROY	ETHAN	QUINN JR		1/17/2017			rquinn@cityofgastonia.com	GIS ANALYST	Water & Sewer/Utilities Maintenance	Joe Abright	Brian Potocki
	SARA	CATLIN	RAMSEY		4/30/2016			sramsey@cityofgastonia.com	POLICE RECORDS SPECIALIST I	Police/Support Services	Chief Rob Helton	Janet Griffin
	RYAN	RAMON	RANDALL		1/5/2008			rrandall@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Bryan Heasley
	MATTHEW	ROBERT	RATCHORD		7/7/2014			mratchord@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Brian Atkins
	JOHN	BRENT	RATCHORD II		2/21/2011			bratchord@cityofgastonia.com	ENGINEERING TECHNICIAN II	Development Services/Engineering	Chief Rob Helton	Rucker Johnson
	STEVEN	DALE	RECTOR JR		7/24/2017			srector@cityofgastonia.com	METER REPAIR TECHNICIAN	Water & Sewer/Customer Service	Joe Abright	Jackie Hendricks
	ALTON	RESE	RECTOR JR		8/19/2001			arector@cityofgastonia.com	SCHOOL CROSSING GUARD	Police/Field Services	Chief Rob Helton	Scott Nohr
	BENJAMIN	W	REESE		6/26/2017			breesse@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Laura Biggestaff
	JORDAN	W	REESE		7/26/2011			jreesse@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	James Brackett
	TERRY	A	REYS		11/17/2016			trey@cityofgastonia.com	ASSISTANT FIRE MARSHAL I	Fire/Operations	Chief Phil Welch	Chris Pratt
	LEZ	MARLENE	REYES		9/23/2006			lreyes@cityofgastonia.com	PERMIT SPECIALIST	Development Services/Building Support	Rusty Bost	Rusty Bost
	GREGORY	S	REYNOLDS		3/24/2014			greg@cityofgastonia.com	CREW CHIEF PUBLIC WORKS	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Ewert
	BILLY	JAMES	RHOM		8/8/1988			brhom@cityofgastonia.com	ACCOUNTS RECEIVABLE MANAGER	Financial Services/Accounts Receivable	Crystal Certain	Susan Klatz
	JAMES	KONE	RHYNE		4/3/2006			jkone@cityofgastonia.com	LINE TECHNICIAN IV	Electric/Street Lights	Joe Abright	Scott Phillips
	LINDA	MICHAEL	RHYNE		9/12/2014			lrhyne@cityofgastonia.com	BUILDING CAPTAIN	Schiele Museum/Operations	Ann Tippitt	Mark Rudolf
	MICHAEL	COSTNER	RHYNE		3/20/2014			mcostner@cityofgastonia.com	AUTOMOTIVE SERVICE ATTENDANT	Transit/Maintenance	Dale Denton	Steve Huss
	DYLAN	MARRELL	RICE		6/6/2016			dmarr@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Aaron Wulster
	BENJAMIN	ANDREW	RICARDSON		8/3/2015			aricardson@cityofgastonia.com	LINE TECHNICIAN IV	Electric/Electric Line Maintenance	Joe Abright	Jody Kiser
	CATHERINE	COOK	RICARDSON		6/23/2007			cricardson@cityofgastonia.com	BILLING TECHNICIAN I	Financial Services/Accounts Receivable	Crystal Certain	Billy Brown
	TRAVIS	C	RICARDSON		9/12/2001			tricardson@cityofgastonia.com	ELECTRICAL SUBSTATION TECHNICIAN I	Electric/Substations	Joe Abright	Steve Norris
	LUIS	ENRIQUE	RIVERA		10/9/2006			lrivera@cityofgastonia.com	MOTOR EQUIPMENT OPERATOR UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Abright	Warehouse (light duty)
	VERONICA	CROSBY	ROBBINS		7/7/2018			vrobbs@cityofgastonia.com	BUS DRIVER	Transit/ADA Paratransit	Vincent Wong	Stephanie Barnett
	CATHLEEN	LOUISE	ROBERTS		10/15/2014			lroberts@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Development Services/City Planning	Rusty Bost	Jason Thompson
	JEFFREY	S	ROBERTS		8/8/2014			jroberts@cityofgastonia.com	TREATMENT PLANT OPERATOR III	Water & Sewer/Water Treatment	Joe Abright	Doug Burt
	BILLY	W	ROBINSON		4/16/1984			wrobinson@cityofgastonia.com	TRAFFIC SERVICES TECHNICIAN II	Public Works/Public Works	Dale Denton	JOEY THOMPSON
	BRANDY	ANDREW	ROBINSON		12/10/1994			brobinson@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jody Hendrix
	WILLIAM	K	ROBINSON		5/17/2004			wrobinson@cityofgastonia.com	FIRE-FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Earl Walters
	ANTHONY	LAZARO	RODRIGUEZ		10/3/2005			arodriguez@cityofgastonia.com	FIRE-FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Michael Huss
	CARY	CHERESHKOFF	RODRIGUEZ		7/11/2016			carodriguez@cityofgastonia.com	CIVIL ENGINEER I	Development Services/Engineering	Rusty Bost	Gary Saine
	LUCAS	ROLAND	RODRIGUEZ		6/10/2011			lrodriguez@cityofgastonia.com	FIRE-FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Brian Summey
	ROBERT	B	ROLLINS		18/2018			rrollins@cityofgastonia.com	POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Trent Conrad
	STEPHEN	ANDREW	ROLLINS		11/20/2010			srollins@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Thomas Dobb
	BENJAMIN	ROPER	ROPER		5/29/2008			broper@cityofgastonia.com	POLICE RECORDS SPECIALIST I	Police/Support Services	Chief Rob Helton	Shane Swann
	ELIANE	GIBSON	ROPER		9/27/1999			eroper@cityofgastonia.com	POLICE RECORDS SPECIALIST III	Police/Support Services	Chief Rob Helton	Janet Griffin
	LOLITA	BROWN	ROSEBORO		6/20/2011			lroseboro@cityofgastonia.com	GENERAL LEDGER ACCOUNTANT	Financial Services/Accounting	Crystal Certain	Wendell Hendrix
	DOUGLAS	MCGUIRE	ROSS		6/23/2018			dross@cityofgastonia.com	LANDSCAPE TECHNICIAN I	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Troy White
	TED	HENRY	ROSS		5/0/2005			tross@cityofgastonia.com	RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Andy Starr
	DAVID	JUSTIN	ROWLAND		11/23/2009			drowland@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Patrick Sulzer
	DAVID	KENNETH	ROWLAND		8/14/1995			drowland@cityofgastonia.com	ASSISTANT DIVISION MANAGER-WATER TREATMENT/WATER QUALITY	Water & Sewer/Water Treatment	Joe Abright	Ed Cross
	ZACHARY	NOAH	ROWLAND		7/29/2013			zrowland@cityofgastonia.com	SURVEYING TECHNICIAN II	Development Services/Engineering	R	

Employee number	First Name	Middle Name	Last Name	Age	Orig hire date	Ethnic Code	Gender	Email Address	Title	Home dept description	Department Head	Field Supervisor
	JIMMIE	JACK	SHENDLER		8/27/2007			jimmies@cityofgastonia.com	COMMUNICATIONS TECHNICIAN	Technology Services/Communications	Beverly Beaker	Paul Privett
	JEANNE	W	SHUFORD		12/13/1995			jshuford@cityofgastonia.com	TREASURY & GRANTS MANAGER	Financial Services/Revenue Administration	Crystal Certain	Susan Klutz
	GLORIA	DIANE	SHAMATE		11/29/2014			dshamate@cityofgastonia.com	HUMAN RESOURCES CUSTOMER SERVICE REPRESENTATIVE	Human Resources/Human Resources	Judy Smith	Judy Smith
	JOAN	E	SIMMONS		5/20/1996			joans@cityofgastonia.com	CUSTOMER SERVICE REPRESENTATIVE III	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	SUZANNE	SHARPE	SIMMONS		2/2/1995			suzannes@cityofgastonia.com	MUSEUM PROGRAM SPECIALIST	Schiele Museum/Programs	Ann Tippitt	Tony Pincus
	CRAG	EDWARD	SINGER		8/6/2007			csinger@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	David Bradford
	MATHEW	BENTON	SINGLETON		12/6/1999			mathews@cityofgastonia.com	FIELD SUPERVISOR I-SYSTEMS MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Ron Cook
	SARA	ELIZABETH	SLAUGHTER		8/25/2017			slaughter.sara@gmail.com	OFFICE ASSISTANT I	Police/Support Services	Chief Rob Helton	Paul Smith
	AARON	MICHAEL	SMITH		5/30/2017			smith.aaron@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Easler
	ADAM	LEE	SMITH		7/23/2018			adam.smith@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Byron Sumner
	DONNA	J	SMITH		8/23/1999			donnam@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Water & Sewer/Water Treatment	Chief Rob Helton	Michael Carpenter
	JAMES	MICHAEL	SMITH		7/3/1995			smith.james@cityofgastonia.com	ASSISTANT POLICE CHIEF	Police/Support Services	Chief Rob Helton	Rob Helton
	JOSHUA	LEE	SMITH		12/6/2010			smith.josh@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Craig Singer
	JUDY	MAY	SMITH		1/3/1999			judy@cityofgastonia.com	DIRECTOR OF HUMAN RESOURCES	Human Resources/Human Resources	Judy Smith	Todd Carpenter
	LLOYD	ASHLEY	SMITH		6/19/1995			ash@cityofgastonia.com	CITY ATTORNEY	City Attorney	Ann Smith	City Council
	PHILIP	H	SMITH		8/19/1999			smith.philip@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	James Bruckner
	PRESTON	DEAN	SMITH		5/30/2017			preston@cityofgastonia.com	BUS DRIVER	Transit/Operations	Vernice Worra	Stephanie Barnett
	TERESA	I	SMITH		7/25/2005			teresas@cityofgastonia.com	CUSTOMER SERVICE SPECIALIST	Solid Waste/Administration	Dale Denton	Lauren Hinely
	THOMAS	WATSON	SMITH III		1/9/2007			thomas.watson@cityofgastonia.com	CONSTRUCTION INSPECTOR	Development Services/Engineering	Rusty Bost	Joe Beaker
	KEVIN	SMITH	SMITH JR		14/10/2010			smith.kevin@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Michael Carpenter
	PAUL	EDWARD	SMITH JR		7/3/1995			Smith.Paul@cityofgastonia.com	POLICE SERGEANT	Police/Support Services	Chief Rob Helton	Mike Smith
	PRINCE	SMITH JR	SMITH JR		5/26/2015			prince@cityofgastonia.com	WEEKEND OPERATIONS AND SECURITY	Schiele Museum/Operations	Ann Tippitt	Mark Rusdill
	LYNN	SMITH	SMITH JR		7/26/2014			lynn.smith@cityofgastonia.com	DISPATCHER	Transit/Administration	Vernice Worra	Stephanie Barnett
	DARLENE	LYNN	SNYDER		8/16/2010			darlene@cityofgastonia.com	CUSTOMER SERVICE SPECIALIST	Parks & Cultural Svc/Recreation	Ann Tippitt	Judy Denton
	KURTIS	EDWARD	SNYDER		11/20/2017			snyder.kurtis@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Trent Conrad
	WILLIAM	ARTHUR	SNYDER JR		10/9/2017			wills@cityofgastonia.com	PLANETARIUM ADMINISTRATOR	Schiele Museum/Programs	Ann Tippitt	Tony Pincus
	DVALARIUS	SHALUNTE	SOUTHERN		5/30/2006			southern.shalunte@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Raid Bradford
	PATRICK	A	SPINKER		4/29/2013			spinker.patrick@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Rodney Adridge
	SCOTT	SPINOFF	SPINOFF		12/14/2009			spinoff.scott@cityofgastonia.com	CREW CHIEF PUBLIC WORKS	Public Works/Bldg & Grounds	Dale Denton	Steve Hanson
	ALLEN	SCOTT	SPINAW		9/10/2018			allen@cityofgastonia.com	PLANETARIUM PROGRAM PRESENTER	Schiele Museum/Programs	Ann Tippitt	William Snyder
	MICHAEL	S	SPRIGGS		6/21/1999			michael.spriggs@cityofgastonia.com	TREATMENT PLANT OPERATOR III	Water & Sewer/Water Treatment	Joe Albright	Dale Colter
	MICHAEL	ST	THOMAS		4/8/2009			stthomas.michael@cityofgastonia.com	CAPTAIN	Technology Services/Infrastructure	Beverly Beaker	Judy Denton
	ANDREW	J	STARH		12/30/2013			andrew@cityofgastonia.com	ASSISTANT DIRECTOR OF PARKS&CULTURAL SERVICES-RECREATION PROGRAMS	Parks & Cultural Svc/Athletics	Cam Carpenter	Cam Carpenter
	ERIC	K	STAMEY		4/9/2018			eric@cityofgastonia.com	SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Chris Adams
	JIMMY	LEE	STAMEY		8/3/1990			stamey.jimmy@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Eric Howard
	HEATH	GARRETT	STANLEY		9/23/2013			stanley.heath@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Patrick Spiker
	ERIC	GENE	STARLING		9/20/1993			starling.eric@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Kevin Putnam
	DEAN	STARR	STARR		8/28/2009			starr.dean@cityofgastonia.com	CONSTRUCTION WORKER II	CONSTRUCTION	Chief Rob Helton	STEPHANIE BARNETT
	JAMES	R	STELLE		7/28/2008			james.stelle@cityofgastonia.com	AUTOMOTIVE MECHANIC III	Transit/Maintenance	Dale Denton	Steve Huss
	RONALD	FRANKLIN	STEELEMAN		4/30/2018			ronald.steeleman@cityofgastonia.com	LANDSCAPE TECHNICIAN	Electric/Street Lights	Joe Albright	Scott Phillips
	JAMES	LAH	STEPHENS		11/23/2009			stephens.james@cityofgastonia.com	FIRE ENGINEER III	Police/Field Services	Chief Rob Helton	Paul Smith
	SHANE	D	STEPHENS		8/8/2016			shane.stephens@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Tim Barnhill
	ALICE	W	STEWART		10/13/1997			alice@cityofgastonia.com	COMPUTER SYSTEMS ADMINISTRATOR	Technology Services/Infrastructure	Beverly Beaker	Beverly Beaker
	CHARLES	L	STEWART		7/6/2001			charles.stewart@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Ken Fay
	ALAN	CLAYTON	STEWART		6/27/2016			stewart.alan@cityofgastonia.com	TECHNOLOGY SERVICES ANALYST	Technology Services/Infrastructure	Beverly Beaker	Jenny Owens
	ROBERT	CHRISTOPHER	STOWE		2/6/2018			robert.stowe@cityofgastonia.com	FIRE MARSHAL	Fire/Life Safety	Chief Phil Welch	William Brown
	COLBY	STRAIN	STRAIN		12/9/2010			colby.strain@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Ashia Warren
	RICHARD	STANBINE	STRANDBERG		10/20/2012			richard.stranberg@cityofgastonia.com	MUSEUM GUEST SERVICES SPECIALIST	Schiele Museum/Administration	Ann Tippitt	Ken Bradford
	EDWARD	D	STROUD		10/14/2002			edward.stroud@cityofgastonia.com	FIELD SUPERVISOR I-PUBLIC WORKS	Power/Bldg/Power/Bldg	Dale Denton	JIMMY LINDEMAN
	ROBERT	ALLEN	STROUD		10/18/2014			robert.stroud@cityofgastonia.com	MUNICIPAL ARBORIST	Parks & Cultural Svc/Maintenance	Cam Carpenter	Trip White
	ELIZABETH	NNN	STROUPE		6/20/2011			elizabeth.stroupe@cityofgastonia.com	POOL ATTENDANT	Parks & Cultural Svc/Athletics	Cam Carpenter	Janel Taylor
	TODD	ALAN	STROUPE		11/14/2016			todd@cityofgastonia.com	CODE ENFORCEMENT OFFICIAL I	CODE ENFORCEMENT/Building Support Svcs	Rusty Bost	Bray Pratt
	CHASS	ALEXANDER	STURDIS		5/24/2018			chass@cityofgastonia.com	POOL ATTENDANT	Parks & Cultural Svc/Athletics	Cam Carpenter	Janel Taylor
	TRILAM	STYERS	STYERS		8/6/2009			trilam@cityofgastonia.com	AMUSEMENT EQUIPMENT OPERATOR	Parks & Cultural Svc/Athletics	Cam Carpenter	Skip Youngblood
	BARRON	E	SUMMEY		12/16/1996			summey.barron@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jeffrey Queen
	JAMES	C	SWAN		11/16/2002			james@cityofgastonia.com	COURIER	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	BOUNDOUAN	NNN	SYBOULTAN		5/22/2000			syboultan.boundouan@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Patrick Spiker
	MARK	W	TANI JR		5/14/2018			mark.tani@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Patrick Spiker
	MARGARET	MONTGOMERY	TANZIL		3/16/1998			margaret.tanzil@cityofgastonia.com	PROJECT ADMINISTRATOR	Development Services/Engineering	Chief Rob Helton	Gary Sane
	JANET	LOUISE	TAYLOR		9/14/1998			janet@cityofgastonia.com	RECREATION MANAGER	Parks & Cultural Svc/Athletics	Cam Carpenter	Andy Starh
	MAURICE	L	TAYLOR III		7/16/2018			maurice.taylor@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	James Smith
	MAURICE	L	TAYLOR JR		7/8/2016			maurice.taylor@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	James Smith
	AARON	J	TELFORD		8/8/2016			aaron.telford@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Tracy Dates
	THOMAS	PAYTON	TENAGREN		4/9/2018			thomas.tenagren@cityofgastonia.com	GROUNDS MAINTENANCE WORKER I	Parks & Cultural Svc/Recreation	Cam Carpenter	Jerry Brogdon
	BRANDY	NICHOLE	TERRELL		1/30/2017			brandy.terrell@cityofgastonia.com	RECREATION CENTER LEADER	Parks & Cultural Svc/Recreation	Cam Carpenter	Tanya Truong
	TYLER	SCOTT	TERRY		10/2/2017			tyler.terry@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Easler
	JOHNNY	C	TERRY JR		1/26/2001			johnny.terry@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Kevin Putnam
	BRADFORD	JEREMY	THOMAS		12/11/2017			bradford.thomas@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Dustin Rusdill
	WROBROW	D	THOMAS		8/14/1978			wrobrow@cityofgastonia.com	CREW CHIEF	Fire/Operations	Chief Phil Welch	Mark Rutherford
	ADAM	CHARLES	THOMPSON		8/19/2017			adam.thompson@cityofgastonia.com	LANDSCAPE TECHNICIAN II	Parks & Cultural Svc/Maintenance	Cam Carpenter	Adam Ewart
	ANGELA	MOFFITT	THOMPSON		11/20/2017			angela@cityofgastonia.com	HUMAN RESOURCES TECHNICIAN	Human Resources/Human Resources	Judy Smith	Judy Smith
	BRANDI	L	THOMPSON		7/30/2018			brandi.thompson@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Trent Conrad
	CHRISTOPHER	S	THOMPSON		10/9/2001			christopher.thompson@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Woods Thomas
	ERIC	THOMPSON	THOMPSON		4/24/2000			eric.thompson@cityofgastonia.com	DEVELOPMENT DIRECTOR	Development Services/City Planning	Rusty Bost	Rusty Bost
	GREGORY	JUNIOR	THOMPSON		6/27/1992			gregory.thompson@cityofgastonia.com	PARK MAINTENANCE SUPERVISOR	Parks & Cultural Svc/Maintenance	Cam Carpenter	Cam Carpenter
	JORDAN	AUSTIN	THOMPSON		3/6/2017			jordan.thompson@cityofgastonia.com	LANDSCAPE TECHNICIAN II	Parks & Cultural Svc/Maintenance	Cam Carpenter	Adam Ewart
	JOSEPH	C	THOMPSON		11/7/2005			joseph.thompson@cityofgastonia.com	SIGNAL SYSTEM SUPERVISOR	Public Works/Public Works	Dale Denton	HUEY MC MILLAN
	MICHAEL	BRANICE	THOMPSON		4/17/2017			michael.thompson@cityofgastonia.com	BUSINESS SYSTEMS ANALYST	Technology Services/Applications /Software	Beverly Beaker	Beverly Beaker
	RODNEY	LEE	THOMPSON		9/18/2008			rodney.thompson@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Ryan Rankin
	ZACHARY	JANE	THOMPSON		10/31/2016			zachary.thompson@cityofgastonia.com	LANDSCAPE TECHNICIAN II	Parks & Cultural Svc/Maintenance	Cam Carpenter	Adam Ewart
	CLAYTON	JERRID	THORNBERG		2/6/2017			clayton.thornberg@cityofgastonia.com	FIRE INSPECTOR I	Fire/Life Safety	Chief Phil Welch	Chris Stowe
	THOMAS	DEVON	TINDAL JR		2/16/2004			thomas.tindal@cityofgastonia.com	TREATMENT PLANT OPERATOR II	Water & Sewer/Water Treatment	Joe Albright	Dale Colter
	YERRIA	TRIPP	TINDAL		12/31/1988			yerria.tindal@cityofgastonia.com	PRESENTER SCHIELE MUSEUM	Schiele Museum/Administration	Ann Tippitt	Messy Brady
	PETER	E	TITUS		12/14/2013			peter.titus@cityofgastonia.com	SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Chris Adams
	JUSTIN	S	TONEY		9/7/2016			justin.toney@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Mike St. Thomas
	LOURDES	NNN	TORRES		8/14/2017			LOURDES@cityofgastonia.com	FIRE RECORDS SPECIALIST I	Police/Support Services	Chief Rob Helton	Janet Griffin
	TAMOTHY	BURFORD	TRANKS JR		3/7/2016			tamothy.tranks@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Harold Fughitts
	DAVID	TRAMMELL	TRAMMELL JR		10/11/1999			david.trammell@cityofgastonia.com	SCHOOL CROSSING GUARD	Police/Field Services	Chief Rob Helton	Raid Bradford
	NANCY	ADAMS	TRAWICK		7/18/1994			nancy.trawick@cityofgastonia.com	PAYROLL SPECIALIST	Financial Services/Accounting	Crystal Certain	Wendell Hendrix
	TANYA	R	TRIGG		11/10/2007			tanya.trigg@cityofgastonia.com	RECREATION CENTER SUPERVISOR	Parks & Cultural Svc/Recreation	Cam Carpenter	Andy Starh
	DAVID	H	TRUETT JR		6/6/1990			david.truett@cityofgastonia.com	CUSTODIAL FIELD SUPERVISOR	Public Works/Bldg & Grounds	Dale Denton	Stephen Beizer
	GREGORY	O'NEIL	TUCKER		1/7/2013			gregory.tucker@cityofgastonia.com	TUCKER	Police/Field Services	Chief Rob Helton	Laura Boppert
	EDWARD	D	TURAS		5/11/1998			edward.turas@cityofgastonia.com	POLICE CAPTAIN	Police/Support Services	Chief Rob Helton	Mike Smith
	WILE	WHITENER	TURAS		9/10/2018			wile@cityofgastonia.com	CUSTODIAN	Public Works/Bldg & Grounds	Dale Denton	David Trent
	JAMES	S	TURNER		1/9/2006			james.turner@cityofgastonia.com	FIREFIGHTER-CERTIFIED II	Fire/Operations	Chief Phil Welch	Mike Huss
	ROBERT	ERNEST	TURNER JR		6/10/2013			robert.turner@cityofgastonia.com	METER REPAIR TECHNICIAN	Water & Sewer/Customer Service	Joe Albright	Jackie Hendricks
	TYLER	MATTHEW	TURPIN		7/20/2018			tyler.turpin@cityofgastonia.com	SYSTEMS MAINTENANCE TECHNICIAN I	Water & Sewer/Utilities Maintenance	Joe Albright	Becky Jennings
	VANESSA	ANN	VALERIO		7/30/2018			vanessa.valerio@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Trent Conrad

Employee number	First Name	Middle Name	Last Name	Age	Orig hire date	Ethnic Code	Gender	Email Address	Title	Home dept description	Department Head	Field Supervisor
	NANCY	B	WELCH		11/20/2013			nancyw@cityofgastonia.com	CASE MANAGEMENT SPECIALIST/HOUSING & NEIGHBORHOODS	Community Development	Vincent Wong	Vincent Wong
	STEPHANIE	L	LEFEVRES		11/5/2007			welch_stephanie@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Police/Support Services	Chief Rob Helton	Eric Higgins
	STEPHEN	C	WELCH		10/23/2000			welch_chris@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Randy Gantt
	PHILLIP	B	WELCH JR		3/16/2009			welch_phil@cityofgastonia.com	FIRE CHIEF	Fire/Administration	Chief Phil Welch	Todd Carpenter
	JAMIE	S	WEYANT		10/22/2001			weyant_jamie@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Shane Thompson
	CHRISTEN	NICOLE	WHEELER		12/26/2017				ADMINISTRATIVE ASSISTANT II	Development Services/Transportation Division		Rusty Boat
	JONATHAN	CHARLES	WHISNANT		4/29/2013				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Wilson
	JUSTIN	EDWIN	WHISNANT		8/2/2017				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Paul Bowen
	STEPHEN	CALEB	WHISNANT		9/18/2017				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Scott McClure
	LAFANYA	S	WHITE		7/6/2001			white_lafanya@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Brandon Workman
	MICHAEL	JUSTIN	WHITE		6/10/2008			white_justin@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Synthia Keamey
	RYAN	JORDAN	WHITE		5/3/2010			white_ryan@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Matthew Young
	HAROLD	LEWIS	WHITE III		2/5/2007			trippw@cityofgastonia.com	ASSISTANT DIRECTOR OF PARKS & CULTURAL SERVICES/FACILITIES	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Cam Carpenter
	MARIO	J	WHITE JR		7/25/2005			white_mario@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Ashon Brown
	ROBERT	DEREK	WHITESIDES		4/20/2015				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Chris Adams
	DAVID	M	WHITLOCK		3/29/1999			whitlock_david@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Heath McMullan
	CARMELITHA	YVONTEE	WHITLOCK-ALMOND		1/19/2016			Whitlock-Almond_Carmelitha@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Eric Nelson
	ERIC	S	WIGGINS		6/22/1998			wiggins_eric@cityofgastonia.com	POLICE SERGEANT	Police/Administration	Chief Rob Helton	Rob Helton
	BLAKE	EDWARDS	WILKEY		5/30/2017			wilkey_blake@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Stanley Huffstetter
	ALEXIS	BRANNIA	WILLIAMS		1/6/2018				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Trent Conrad
	DAWN	R	WILLIAMS		5/26/2015				CUSTODIAN	Public Works/Bldg & Grounds	Dale Denton	David Truett
	FREDERICK	A	WILLIAMS		8/2/2010			williams_fre@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Randy Gantt
	HOWIE	B	WILLIAMS		10/22/2001			burnsw@cityofgastonia.com	REVENUE SECURITY TECHNICIAN	Financial Services/Acts Receivable	Crystal Certain	Billy Rhom
	JESSICA	L	WILLIAMS		7/26/2017			jessicaw@cityofgastonia.com	BUDGET ANALYST	Financial Services/Budget	Crystal Certain	Crystal Falls
	RAYNOR	HOUSTON	WILLIAMS		3/12/2012				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	William Fontenberry
	DANIEL	JACOB	WILLIS		1/29/2018				CONSTRUCTION WORKER II	Water & Sewer/Street Maintenance	Dale Denton	EDWARD STROUD
	MATTHEW	S	WILLIS		11/17/2003			willis_matt@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Eric Howard
	ADAM	LEE	WILSON		1/12/2009			wilson_adam@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Trent Conrad
	JOHN	B	WILSON		7/21/1997			wilson_barry@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jody Blanton
	DONALD	EVAN	WISE		12/18/2006				RECREATION RANGE ATTENDANT	Parks & Cultural Svcs/Recreation	Cam Carpenter	Skip Youngblood
	GARY	LEN	WITHERS II		6/20/2005			wITHERS_len@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Tracy Oates
	GARL	M	WITHERS III		11/10/1997			wITHERS_garl@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jimmy Oates
	VINCENT	CHARLES	WONG		12/10/2008			vincentv@cityofgastonia.com	DIRECTOR OF COMMUNITY SERVICES	Community Services/Housing & Neighborhoods	Vincent Wong	Melody Braddy
	JOSHUA	DEREK	WOOD		7/15/2013			wood_josh@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Kevin Putnam
	WESLEY	CLAY	WOOD		7/5/2016				LAKE ATTENDANT	Parks & Cultural Svcs/Recreation	Cam Carpenter	Skip Youngblood
	ERIC	S	WOODS JR		11/17/2003			woods_eric@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Doua Carpenter
	CYNTHIA	R	WOODLUMS		2/8/1992			reneaw@cityofgastonia.com	DELINQUENT ACCOUNTS SPECIALIST	Financial Services/Acts Receivable	Crystal Certain	Billy Rhom
	TERRY	B	WORKMAN		3/2/2009			workman_branon@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Synthia Keamey
	JAMES	A	WORLEY		2/3/2014			jamesw@cityofgastonia.com	UTILITY LOCATOR	Electrical/Electronic Service	Joe Abbott	Shanna Helm
	KENNETH	H	WRIGHT		11/30/1998			kenw@cityofgastonia.com	CLIENT SERVICES MANAGER	Technology Services/Infrastructure	Beverly Beaker	Beverly Beaker
	MARK	L	WRIGHT		7/15/2002			wright_mark@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Kenneth Griffin
	KARON	R	WURSTER		7/12/1999			Wurster_Aaron@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Rodney Adridge
	JESSE	PAUL	YAGER		7/22/2015			YAGER_JESSE@CITYOF-GASTONIA.COM	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Chris Waldrop
	PAUL	A	YAGER		8/29/2016				RANGE ATTENDANT	Police/Support Services	Chief Rob Helton	Paul Smith
	TOU	P	YANG		3/30/2015			yang_toupha@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Jonathan Hallman
	MATTHEW	L	YOUNG		7/15/2002			young_matt@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jeffrey Oates
	DEWITT	NMN	YOUNGBLOOD		2/19/2007			skjwy@cityofgastonia.com	RECREATION MANAGER	Parks & Cultural Svcs/Athletics	Cam Carpenter	Andy Stahr

From: [Carpenter, Todd](#)
To: [Davis, Leisha DeHart](#)
Subject: FW: Important: Employee Survey
Date: Friday, September 14, 2018 12:33:06 PM

I already sent this to all department heads. I worded it so that they know those folks will be taken care of but that more info will follow next week regarding the particulars.

Todd

From: Carpenter, Todd
Sent: Friday, September 14, 2018 12:21 PM
To: Albright, Joe <JoeA@cityofgastonia.com>; Bagley, Rachel <Rachelb@cityofgastonia.com>; Bieker, Beverly <bevb@cityofgastonia.com>; Bombardier, Flip <flipb@cityofgastonia.com>; Bost, Rusty <rustyb@cityofgastonia.com>; Braddy, Melody <melodyb@cityofgastonia.com>; Carpenter, Cam <camc@cityofgastonia.com>; Certain, Crystal <CrystalC@cityofgastonia.com>; Crisp, Kristy <kristyc@cityofgastonia.com>; Dellinger, Chuck <chuckd@cityofgastonia.com>; Denton, Dale <daled@cityofgastonia.com>; Helton, Robert <Helton_Robert@cityofgastonia.com>; Peoples, Michael <michaelp@cityofgastonia.com>; Smith, Ash <ashs@cityofgastonia.com>; Smith, Judy <judys@cityofgastonia.com>; Thompson, Jason <jasont@cityofgastonia.com>; Tippitt, Ann <annt@cityofgastonia.com>; Welch, Phil <welch_phil@cityofgastonia.com>; Wong, Vincent <vincentw@cityofgastonia.com>
Subject: Important: Employee Survey

Department Heads,

Shortly I will be sending out an email to all employees regarding the upcoming employee survey. I'm sending this email to either their city email address or the personal email address they have on record with HR. There are 10 or so employees that we don't have an address for. Please make it a priority to discuss the upcoming survey with all of your employees and encourage them to participate. The survey provides each of them with a great opportunity to improve and make better their workplace. Stress the confidentiality of every response and how important their responses are to City Management. We are offering a half day off to anyone that participates but they must remember to check the checkbox stating that it's OK for the School of Government to share their name with me. Again only their name will be shared, not their responses.

We have identified a number of computers that those that need them can have access to. Please let your employees know that they will be able to take the survey while at work and that you will assist them in any way.

All employees with email addresses will receive an invite from the SOG on 9/25. Within this email they can click on a link and begin the survey. This can be done from any device from which they have access to their email. In addition employees can choose take the survey at work and from a shared computer, this will be accomplished via a link or website. This is how those without email addresses must take the survey. More to come on this later next week. Also, if you would like for me or an HR representative to be on site when your employees are using the shared computers just let

me know. We can be there and help with the whole process.

Again please encourage each employee to participate, stress that management values their thoughts and opinions, and that we want to hear from everyone.

I can't think of anything else. If you do or if you have questions please call me.

Todd Carpenter

Deputy City Manager, City of Gastonia NC

Phone:704-866-6860 Cell:704-214-9028

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: City of Gastonia - Email to All Employees
Date: Friday, September 14, 2018 12:27:20 PM

Yes I'm available now or anytime. The sooner you can call the better as I need to get the letter out asap.

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Friday, September 14, 2018 11:58 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: City of Gastonia - Email to All Employees

No word from IRB, will keep trying. They may have shut down for the storm. I have thoughts on how you can go ahead and communicate with senior managers, can call this afternoon if you are available.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Friday, September 14, 2018 at 10:46 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Cc: "Fiely, Katherine Mae" <fielykm@live.unc.edu>, "Powers, Maddison Alice" <map447@live.unc.edu>
Subject: RE: City of Gastonia - Email to All Employees

I know your voice is recovering but would it be possible for me to speak with you, Katherine, or Maddison. I'd like to better understand this concept.

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To enable IT to test this approach, we could conduct a trial run when we pre-test next week. We can send you a small file of names with IT included; they can try it out on one of the shared computers. Will this work?

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Leisha,

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Could you please confirm that the information in the last paragraph of the letter is correct, reference study number, etc.? **Confirmed**

Is the pre-test still a go for the 19th, remind me again who we selected to receive that pre-test, and what should I tell them to expect and do? **Yes, and I will be emailing you today about that.**

Anything else I may be missing? **I just had my voice scoped and have to be quiet until next week. (I know, right?) As soon as my voice returns, I will make the employee video.**

Thanks and let me know your questions!

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You will be receiving the survey invitation on September 25th. The invite will be delivered to you at the same email address you received this email. For most of you that will be your city email address, for others it will be the personnel email address you have on record with HR. The invitation will state that you have been invited to participate in the Local Government Workplaces Project Employee Survey, conducted by the School of Government at UNC Chapel Hill. You can take the survey from any computer or device from which you can access your email. To begin the survey click on the link provided in the email. The survey will be open from September 25th through October 8th.

A few important things to note about this survey:

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I hope each you will take this opportunity to provide your incredibly important thoughts and opinions to the School of Government. The data they compile for us will allow us to improve our workplace and processes so that we can support you better and help you be the best you can be, do your jobs to the best of your ability, and work together to build a community where people thrive and where we proudly serve. Together let's make the City of Gastonia the employer of choice in Gaston County.

If you have any questions about why the City of Gastonia is participating, or what we will do with the results, please contact me and I will be happy to answer your questions. If you have questions about the study itself, contact Professor DeHart-Davis at ldd@unc.edu. If you have questions about your rights as a research participant, contact the UNC Institutional Review Board at 919-966-3113 or IRB_subjects@unc.edu and reference study number [17-1930](#).

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Thank you all and I look forward to hearing from each of you.

Todd Carpenter

Deputy City Manager, City of Gastonia NC

Phone:704-866-6860 Cell:704-214-9028

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: City of Gastonia - Email to All Employees
Date: Friday, September 14, 2018 10:32:25 AM

Great. When do you think I can get the link to put on the desktop of the shared computers. I'll have to get IT to roll this out and ensure that these computers have access to the site.

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Friday, September 14, 2018 10:25 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: City of Gastonia - Email to All Employees

Great. We are still working on how to best make this happen. One option is for employees to have access to a screen with a pull-down menu with their names listed. That would produce less error than giving supervisors/department heads the list with the link. Working on this today, will keep you posted.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Friday, September 14, 2018 at 9:55 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia - Email to All Employees

Leisha,

This will go out to all employees. In addition the department heads will be conveying the information to those employees that don't receive city email. I think there were only about 9 employees that we didn't have an address for. The employees that will need assistance with computer access, etc. will be in sanitation, field operations, bus drivers, and utility maintenance. What I had planned to do was send the department heads a list of their employees with their email addresses. The DH's can help any employee that needs it.

I do need the link from you that will need to go on the shared computers. Can you please send me this. I also need to understand how we are going to handle the employees without email addresses.

Please let me know.

Thanks,

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Thursday, September 13, 2018 11:37 AM

To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>

Subject: Re: City of Gastonia - Email to All Employees

I reviewed and think it looks great. This goes only to employees with emails, right? For those without, there can be separate correspondence to explain the process to them. Remind me, which departments?

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>

Date: Thursday, September 13, 2018 at 11:34 AM

To: Leisha DeHart-Davis <ldehart@sog.unc.edu>

Subject: RE: City of Gastonia - Email to All Employees

Thank you. Did you have any comments on the letter that I plan to send to all employees?

Todd

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Sent: Thursday, September 13, 2018 11:25 AM

To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>

Subject: Re: City of Gastonia - Email to All Employees

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Do you need us to send you employee additions and deletions since we last sent you employee data? **That would be great to get additions and deletions.**

I need to know exactly what to provide our departments heads that are going to be providing time and computers for those without city email addresses. Do I just provide them a list of names and personnel email addresses? What about those without email addresses? **A few questions: which departments are providing time and computers? I need to verify, but I believe that we will provide a list of all employees with emails and "fake" emails that will allow them to enter the survey. I'll get right back to you on this.**

Could you please confirm that the information in the last paragraph of the letter is correct, reference study number, etc.? **Confirmed**

Is the pre-test still a go for the 19th, remind me again who we selected to receive that pre-test, and what should I tell them to expect and do? **Yes, and I will be emailing you today about that.**

Anything else I may be missing? **I just had my voice scoped and have to be quiet until next week. (I know, right?) As soon as my voice returns, I will make the employee video.**

Thanks and let me know your questions!

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Phone:704-866-6860 Cell:704-214-9028

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: City of Gastonia - Email to All Employees
Date: Friday, September 14, 2018 9:55:36 AM

Leisha,

This will go out to all employees. In addition the department heads will be conveying the information to those employees that don't receive city email. I think there were only about 9 employees that we didn't have an address for. The employees that will need assistance with computer access, etc. will be in sanitation, field operations, bus drivers, and utility maintenance. What I had planned to do was send the department heads a list of their employees with their email addresses. The DH's can help any employee that needs it.

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Please let me know.

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Phone:704-866-6860 Cell:704-214-9028

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: City of Gastonia - Email to All Employees
Date: Thursday, September 13, 2018 11:34:51 AM

Thank you. Did you have any comments on the letter that I plan to send to all employees?

Todd

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Sent: Thursday, September 13, 2018 11:25 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: City of Gastonia - Email to All Employees

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Deputy City Manager, City of Gastonia NC
Phone:704-866-6860 Cell:704-214-9028

From: [Carpenter, Todd](#)
To: [Davis, Leisha DeHart](#)
Subject: City of Gastonia - Email to All Employees
Date: Thursday, September 13, 2018 10:39:22 AM

Leisha,

I plan to send this email out tomorrow. Could you please review and offer your opinion. I have a couple of questions also.

Do you need us to send you employee additions and deletions since we last sent you employee data?

I need to know exactly what to provide our departments heads that are going to be providing time and computers for those without city email addresses. Do I just provide them a list of names and personnel email addresses? What about those without email addresses?

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Phone:704-866-6860 Cell:704-214-9028

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: Follow Up
Date: Tuesday, August 28, 2018 9:28:32 AM
Attachments: [image001.png](#)
[Copy of Active Employee Information-Final Copy.xlsx](#)

Leisha,

Data is attached. Please let me know if you have questions.

Allyson Smith, Judy Smith, Joe Albright, Michael Peoples, Melody Braddy, and myself would be the ones to receive the pre-test. Please let me know before sending out the pre-test so I can let folks know to expect it.

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, August 20, 2018 3:16 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Follow Up

Can we receive the employee list by Monday, August 27th? I have the research team lined up to get the survey ready and pre-test that week. Who within the City do you want us to pre-test the survey with? They won't take the survey, but rather read the invite and click through the survey to make sure it all looks good.

From: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Date: Tuesday, August 14, 2018 at 4:17 PM
To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Subject: Follow Up

Hi, Todd. Please find below four items: a link to Preview Mode for the revised Gastonia survey (also attached in pdf form); the draft pay system question; information about the employee list items needed; a template manager email that should go out the week prior to survey launch; and a sample survey reminder from Roger Stancil, Chapel Hill town manager. Doing a reminder is optional, I just wanted you to see the language that Roger used to convey his sentiments. Please let me know if I've missed anything!

[City of Gastonia Employee Survey-Preview Mode](#)

How much do you agree or disagree that the following words describe the City of Gastonia's system for paying employees?

	Strongly Agree	Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Disagree	Strongly Disagree
Easy to Understand	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consistently Applied	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Employee List

- • **First Name**
- • **Last Name**
- • **Gender**
- • **Race/Ethnicity**
- • **Age**
- • **Year of Employment**
- • **Email**
- • **Title**
- • **Department**
- • **Their Supervisor**

LGWI Template: City/County Manager Email to Employees

You will be receiving an invitation next week to participate in the Local Government Workplaces Project Employee Survey, conducted by the School of Government at UNC Chapel Hill. The City of Gastonia is participating in the survey project to learn about how employees think and feel about working here and how our workplaces can be improved.

This is an important opportunity for myself and other senior managers to hear your thoughts and opinions on the City of Gastonia workplace. I hope you will take advantage and participate.

A few important things to note about this survey:

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** The UNC School of Government will not share with us who has participated.

Finally, our results will be benchmarked against the results of other participating local governments so that we can identify our strengths and opportunities for improvement.

If you have any questions about why the City of Gastonia is participating, or what we will do with the results, please contact Deputy County Manager Todd Carpenter and he will be happy to answer your questions. If you have questions about the study itself, contact Professor DeHart-Davis at ldd@unc.edu. If you have questions about your rights as a research participant, contact the UNC Institutional Review Board at 919-966-3113 or IRB_subjects@unc.edu and reference study number [17-1930](#).

Sample Reminder from Roger Stancil about Employee Survey

All Town Employees:

I realize that at the Town of Chapel Hill, we survey employees. A lot. Because we want to know what you think about the Town: what we do well and what we could do better to value you – our most important resource.

Recently, you were sent you an employee engagement survey from the UNC School of Government. If you have already completed the survey, we thank you. This is incredibly important data that helps us know how the Town can be improved, being a place where you want to work!

If you have not yet completed the survey, I hope you will do so this week. You have repeatedly said you want clarity, consistency and equity. We take your feedback seriously and have heard what you have said in past surveys, and with that information we have worked to develop supports, resources and processes that help you be the best you can be, do your jobs the best you can be, and to work together build a community where people thrive because we proudly serve this community. From what we have learned from you in past surveys and other engagements we created our Ombuds office, rewrote our personnel ordinance to be clearer, more consistent and equitable, developed separate and streamlined grievance and conflict resolution processes, and are working towards employment engagement in decision-making and professional development of all employees.

Because the survey is such an important initiative for the Town, yielding essential information for developing and valuing employees, we are striving to get to a 60 percent response rate. We are

currently at a 51 percent, which is only 63 employees away!

For those employees who have completed the survey by this Thursday, February 22nd, you will be entered into a drawing for 16 tickets to next Tuesday's (Feb. 27) basketball game with Miami. Further, we are randomly selecting employees from departments with over a sixty percent response rate for the following items:

- A basketball signed by the UNC team;
- Block of tickets for a UNC Baseball game for employees and family members;
- (a prize from the manager's office: lunch, town items, movie tickets ...?)

Please know that I personally value your opinion and hope you will take this opportunity to make your voice known.

Sincerely,

Roger

Employee number	First Name	Middle Name	Last Name	Age	Orig hire date	Ethnic Code	Gender	Email Address	Title	Home dept description	Department Head	Field Supervisor
	SAMUEL	E	ACKERMAN		3/28/2016				LINE TECHNICIAN IV	Electric/Electrical Line Construction	Joe Albright	Joey Kiser
	GARY	T	ADAM		8/20/2001			star_gary@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Michael Huest
	BILLY	J	ADAMS		1/18/1999				CUSTOMER	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Carleena Costner
	CHRISTOPHER	NMN	ADAMS		3/26/1990			christa@cityofgastonia.com	CREW CHIEF-SOLID WASTE	Solid Waste/Sanitation	Date Denton	Dee Dee Gilla
	DONALD	REGINALD	ADAMS		1/23/2017				REFUSE COLLECTOR	Solid Waste/Sanitation	Date Denton	Chris Adams
	PATRICK	AARON	ADAMSON		1/28/2014				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Andre Brown
	JOSEPH	P	ALBRIGHT		5/31/2016			jeff@cityofgastonia.com	DIRECTOR OF PUBLIC UTILITIES	Electric/Administration	Joe Albright	Phil Bombardier
	RODNEY	S	ALDRIDGE		10/23/2000				POLICE CAPTAIN	Police/Field Services	Chief Rob Helton	Travis Brittan
	PAUL	AARON	ALEXANDER		11/19/2007				MOTOR EQUIPMENT OPERATOR UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Justin Pearson
	TRENTON	COLE	ALLEN		10/30/2017				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Justin White
	TAWNANA	ROCHELLE	ALSTON		11/11/2013			stevanaa@cityofgastonia.com	ASSISTANT RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Ted Ross
	BERNARD	S	ALVEY		7/1/2014				ASSISTANT DIRECTOR OF HUMAN RESOURCES	Human Resources/Human Resources	Judy Smith	Judy Smith
	PATRICIA	G	ANDERSON		2/24/2014			trisha@cityofgastonia.com	SCHOOL SPECIALIST	Community Services/Keep Gastonia Beautiful	Vincent Wong	Pat Johnson
	DAVY	NMN	ANGLIN		12/22/1997			anglin_dave@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Charlie Stewart
	NERISSA	D	ARMSTRONG		5/16/2005			armstrong_nikki@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Randy Gantt
	JAMES	D	ARNST		8/25/2014			arnst_nikki@cityofgastonia.com	COLD CASE INVESTIGATOR	Police/Support Services	Chief Rob Helton	Heath McMurran
	CALIB	WILLIAM	ARRANT		5/4/2015				LINE TECHNICIAN IV	Electric/Street Lights	Joe Albright	Shane Helm
	GARY	WAYNE	ARTHURS		6/14/2014				PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Jerry Browning
	BRIAN	W	ATKINS		1/29/2001			atkins_brian@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Trent Conard
	DOON	STEPHEN	ATKINS JR		4/8/1991			atkins_stephen@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Stanley Huffstader
	CODY	LYN	AUSTIN		8/29/2016				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	David Shenkerberger
	KENNETH	NEAL	AUTEN		12/30/1989			auten_kend@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Justin White
	GARY	J	AVERY		3/20/1988				CONSTRUCTION WORKER II	Power Bill/Power Bill	Date Denton	EDWARD STROUD
	ZACHARY	DAVID	BADGER		11/28/2015				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Water & Sewer/Wastewater Treatment	Date Denton	EDWARD STROUD
	RACHEL	SWANN	BAGLEY		3/6/2007			rachelb@cityofgastonia.com	DIRECTOR OF COMMUNICATIONS AND MARKETING	Communications & Marketing	Rachel Bagley	Michael Peeples
	CHARLES	JOSEPH	BAIN		12/6/2010			bain_joe@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Keith McCabe
	ELISHA	NMN	BAKER JR		8/11/2008			buddyb@nonwvutilities.com	TREATMENT PLANT SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	Stephane Scherger
	JULIA	ELAINE	BAKER-GRANATA		6/27/2016			lulab@cityofgastonia.com	GIS SPECIALIST I	Development Services/City Planning	Rusty Bost	Jason Thompson
	SONJA	W	BALSON		6/24/2010			sonjab@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Water & Sewer/Wastewater Treatment	Joe Albright	Stephane Scherger
	BRIAN	R	BARBER		12/11/2017				GROUND MAINTENANCE WORKER I	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Ed Hendrickson
	JONATHAN	R	BARBER		8/4/2007			barger_jonathn@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Earl Wilfers
	ROBERT	J	BARBER JR		12/13/1993			robbar@cityofgastonia.com	ELECTRIC UTILITY OPERATIONS SUPERVISOR	Electric/Electrical Line Construction	Joe Albright	Gene Johnson
	DOUGLAS	E	BARKEE		12/11/1992			dogub@nonwvutilities.com	TREATMENT PLANT SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	Stephane Scherger
	SAMUEL	J	BARKSDALE		8/4/2014			Barksdale_Sam@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Chris Waldrop
	ROBERT	S	BARNES		8/2/2009			barne_r@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Born Waldrop
	JAMES	D	BARNES		6/20/2011			dovib@cityofgastonia.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	JORDN	CRAIG	BARNES		2/27/2012				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Tim Barrall
	LANNY	D	BARNES		6/18/2009				TRANSIT DISPATCHER	Transit/Operations	Vincent Wong	Stephanie Barnett
	RICHARD	D	BARNES JR		5/8/2009			barne_rich@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Brian Robinson
	STEPHANIE	L	BARNETT		11/8/2002			stephanieb@cityofgastonia.com	TRANSIT FIELD SUPERVISOR	Transit/Operations	Vincent Wong	Vincent Wong
	LEWIS	BLAIR	BARNHILL		1/26/1991			barnhill_lewis@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Johna Hovis
	TIMOTHY	JAMES	BARNHILL		1/26/1991			barnhill_tim@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Ken Coker
	ROLAND	D	BATES		8/27/2018				REFUSE COLLECTOR	Solid Waste/Sanitation	Date Denton	Wynne Hendrickson
	CHRISTOPHER	JAMES	BAUCOM		10/2/2017				CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Shirley Hastings
	ELISE	WYNE	BEACH		1/29/1997			eliseb@nonwvutilities.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Justin Pearson
	SARL	C	BEACH		6/13/1991			crogl@nonwvutilities.com	TREATMENT PLANT OPERATOR II	Water & Sewer/Wastewater Treatment	Joe Albright	Hugh Johnson
	JASON	LEE	BEAVER		6/21/2016			beaver_jason@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Doug Carpenter
	PATRICK	SHANE	BEAVER		7/27/2015			Beaver_Patrick@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Jonathan Hallman
	TRISTA	PAIGE	BEDANKAR		6/21/2014				POOL ATTENDANT	Parks & Cultural Svcs/Athletics	Cam Carpenter	Janet Taylor
	RICHARD	STEPHEN	BEIK		5/21/2018				LAKE ATTENDANT	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Skip Youngblood
	JEFFREY	S	BELL		7/24/2004			jeffb@cityofgastonia.com	PARK MAINTENANCE SUPERVISOR	Schools/Museum/Operations	Ann Tippitt	Mark Rudick
	SUSAN	MURPHY	BELL		6/13/2018			susanb@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III-PUBLIC UTILITIES	Water & Sewer/Administration	Joe Albright	Kathy Jenkins
	L	BELL JR			4/9/2007				AUTOMOTIVE MECHANIC III	Public Works/Equipment Services	Date Denton	Steve Haas
	DELANO	BRETT	BELTON		11/7/2012			belton_brett@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Thom White
	DANIEL	STEPHEN	BENEDICT		3/23/2015				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Ryan Rankin
	RICHARD	EUGENE	BENYO		2/6/1995			richardb@cityofgastonia.com	COURIER	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	STEPHEN	MARIE	BERGGRUN		7/29/2016			stephene@cityofgastonia.com	MUSEUM PROGRAM SPECIALIST	Schools/Museum/Programs	Ann Tippitt	Tom Passou
	CHRIS	BRADY	BERRY		2/12/1992			chrish@nonwvutilities.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Mark Rudford
	BRADY	T	BEST		5/1/2000			best_brad@cityofgastonia.com	CHIEF OF TRAINING	Fire/Training	Chief Phil Welch	Mark Rudford
	TAMARA	BROOKS	BIDOK		1/3/2017			tammab@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II	Water & Sewer/Administration	Joe Albright	Kathy Jenkins
	BEVERLY	BLACK	BIEKER		1/26/2014			beverlyb@cityofgastonia.com	CHIEF INFORMATION OFFICER	Technology Services/Administration	Thom White	Becky Baker
	JOSEPH	EDWARD	BIEKER		6/16/1997			jeffb@cityofgastonia.com	CONSTRUCTION ENGINEER/RIGHT-OF-WAY ADMINISTRATOR	Development Services/Engineering	Rusty Bost	Tad Johnson
	JORDAN	HILL	BIGGERSTAFF		2/26/2018				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	LAURA	E	BIGGERSTAFF		6/13/2004			lauragast@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Reid Bradford
	CHAD	DENNIS	BINGHAM		1/21/1991			bingham_chad@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Janey Blalock
	JERINIA	BRIAN	BIRCH		8/20/2012				WATER & SEWER UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Shirley Hastings
	FREDA	DIANNE	BLACK		6/7/1993				CERAMICS INSTRUCTOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Judy Griffin
	MICHAEL	D	BLACK		12/16/1996			black_dave@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Mike Matti
	WILLIAM	CAMERON LEE	BLAIR		1/9/2017				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Shante Southern
	JAMEY	G	BLALOCK		7/21/1997			blalock_jamey@cityofgastonia.com	POLICE SERGEANT	Police/Support Services	Chief Rob Helton	Mike Lat
	JOSEPH	SIDNEY	BLANTON		1/26/1991			blanton_joseph@cityofgastonia.com	BATTALION CHIEF	Police/Operations	Chief Phil Welch	Mark Rudford
	JAMES	TIMOTHY	BLES		6/18/2008			bles_tim@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Nancy Carpenter
	BOBBY	JOE	BOLEN JR		7/16/2018				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power Bill/Power Bill	Date Denton	STEVE SHANNON
	KEVIN	A	BOLICK		11/4/2010				MISDISE	Fire/Operations	Chief Phil Welch	Charlie Stewart
	LISA	BRIDGES	BOLT		7/2/2012			lisab@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Beverly Bieker	Ray Kurtak
	JOHN	P	BOMBARDIER		11/2/2015			rob@cityofgastonia.com	ASSISTANT CITY MANAGER	Assistant City Manager - Utilities	Phil Bombardier	Michael Peeples
	PAUL	ANTHONY	BONNIN		10/2/1995			Bonnin_Paul@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jody Blanton
	CURTIS	CLEGG	BOST JR		1/4/1995			curtis@cityofgastonia.com	DIRECTOR OF DEVELOPMENT SERVICES	Development Services/Engineering	Rusty Bost	Michael Peoples
	ARON	S	BOSTIC		5/29/2016			aronb@cityofgastonia.com	ENGINEERING TECHNICIAN II	Development Services/Engineering	Rusty Bost	Jason Wallace
	JACOB	MICHAEL	BOSTON		8/22/2016			boston_jacob@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	William Fontenberry
	SANDRA	L	BOTKA		2/29/2016			sandyb@cityofgastonia.com	HELP DESK SUPPORT ANALYST	Technology Services/Infrastructure	Beverly Bieker	Ken Wight
	JACOB	BONERS	BOWERS		8/4/2014			bowers_jacob@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Chris Waldrop
	ANDREW	BRYANT	BRACK		7/27/2015			brack_andrew@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Eric Nelson
	JAMIN	L	BRACKETT		5/10/1993			brackett_jamin@cityofgastonia.com	POLICE SERGEANT	Police/Support Services	Chief Rob Helton	Ed Teras
	MELLOYD	ANN	BRADY		10/11/1999			bradym@cityofgastonia.com	ASSISTANT CITY MANAGER	Assistant City Manager	Michael Peoples	Michael Peoples
	BREKIDY	WADYNE	BRADY		1/6/2016				PUBLIC WORKS DEPARTMENT	Public Works Department	Joe Albright	Steve Haas
	MICHAEL	S	BRADLEY		2/6/2017			sehb@nonwvutilities.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Shirley Hastings
	COY	THOMAS	BRADSHAW		6/10/2014				INVENTORY SPECIALIST I	Financial Services/Warehouse	Crystal Certain	Shane Moore
	MICROSOFT	BRADFORD	BRADY		12/12/2005			bradford_m@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Police/Support Services	Chief Rob Helton	Travis Brittan
	REID	ERKINE	BRADFORD		7/3/1995			bradford_reid@cityofgastonia.com	POLICE CAPTAIN	Police/Field Services	Chief Rob Helton	Travis Brittan
	MICHAEL	GUY	BRANSON		8/7/2006			michaels@cityofgastonia.com	ENGINEERING TECHNICIAN II	Development Services/Engineering	Rusty Bost	Jason Wallace
	MATTHEW	SAMUEL	BRAXTON		8/2/2011				PLANTARIUM PROGRAM PRESENTER	Schools/Museum/Programs	Ann Tippitt	Tom Passou
	MICHAEL	DUSTY	BROOKS		10/2/2016				MOTOR EQUIPMENT OPERATOR UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Wynne Hendrickson
	MILLER	CLINT	BROGDES		3/25/2007				POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Janey Blalock
	JAMES	MORGAN	BRIGHT		11/23/2009			bright_james@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	EDWARD STROUD
	ANTHONY	T	BRITTON		3/14/1994			brinton_t@cityofgastonia.com	ASSISTANT POLICE CHIEF	Police/Field Services	Chief Rob Helton	Rob Helton
	JOSEPH	D	BROGDON		7/16/1996				POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Kevin Putnam
	CERRIL	NICOLE	BROOKS		7/16/2016			brogdon_nicole@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Jonathan Hallman
	BRANDON	L	BROOME		1/16/2015			broome_brandon@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Eric Howard
	ASHTON	L	BROWN		10/17/2005			brown_ashton@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jody Blanton
	CHRISTOPHER	GEROME	BROWN		7/24/2017				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	CHARLES	LEWIS	BROWN JR		6/8/1989				RECREATION			

Employee number	First Name	Middle Name	Last Name	Age	Orig hire date	Ethnic Code	Gender	Email Address	Title	Home dept description	Department Head	Field Supervisor
	JASON	C	CALDWELL		2/24/2003				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	SUZANNE	BUTLER	CALDWELL		2/13/2005			caldwel_suzanne@cityofgastonia.com	POLICE RECORDS SPECIALIST II	Police/Support Services	Chief Rob Helton	Janet Griffin
	DONALD		CALDWELL JR		9/3/1990			Caldwel_Ronald@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Paul Smith
	ELIZABETH	ANN	CAMPBELL		7/2/2011			beth@cityofgastonia.com	ADMINISTRATIVE ASSISTANT I	Technology Services/Applications	Beverly Baker	Beverly Baker
	MALCOLM	A	CAMPBELL JR		2/19/1996			campbell_mac@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Adenley Walker-Hall
	DEBORAH	TATE	CANPHE		10/9/2017			debka@cityofgastonia.com	HUMAN RESOURCES CUSTOMER SERVICE SPECIALIST - SEN	Human Resources/Human Resources	Judy Smith	Judy Smith
	HEATHER		BRIDGES		3/7/2016			heather@cityofgastonia.com	CUSTOMER SERVICE REPRESENTATIVE II	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	JOSEPH	S	CANPHE		9/25/2006			joseph@cityofgastonia.com	CODE ENFORCEMENT OFFICIAL II	Development Services/Building Support	Rusty Bost	Brian Pratt
	SETH	CULLEN	CANPHE		7/27/2015			carpenter_seth@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Chris Waldrop
	LAELA	AZALIA	CARPERS		7/16/2018				BUS DRIVER	Transit/Operations	Vincent Wong	Stephane Barnett
	NANCY	R	CARPSTRAN		1/10/2005			carpstran_nancy@cityofgastonia.com	POLICE SERGEANT	Police/Support Services	Chief Rob Helton	Ed Turner
	RONALD	W	CARPS		2/4/2006			carps_ronnie@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Jimmy Heller
	CHRISTOPHER	T	CARBUTO		1/12/2015			chrisc@cityofgastonia.com	CIVIL ENGINEER III	Development Services/Engineering	Rusty Bost	Jason Wallace
	DABRY	L	CARITHRS		8/15/1997			adabry@cityofgastonia.com	LINE TECHNICIAN IV	Electro/Electric Line Construction	Joe Albright	Joey Kiser
	KELLEY	W	CARLAN		8/7/1999			kelly@cityofgastonia.com	PURCHASING & WAREHOUSE MANAGER	Financial Services/Purchasing	Crystal Certain	Wendell Hendrix
	MICHAEL	S	CARON		10/24/2016			michael@cityofgastonia.com	EXHIBIT PREPARER/ARTIST	Schiele Museum/Programs	Ann Tippitt	Tom Pasour
	ADAM	LOUIS	CARPENTER		7/26/2014			carpenter_adam@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Eric Howard
	ADAM	WYNNE	CARPENTER		9/25/2017				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Shelley Hennings
	DOUGLAS	E	CARPENTER		12/29/2003			carpenter_doug@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Trent Conroy
	JOHNNY	CAMERON	CARPENTER		4/25/2016			camc@cityofgastonia.com	DIRECTOR OF PARKS AND RECREATION AND CULTURAL SERVICES	Parks & Cultural Svcs/Administration	Cam Carpenter	Melody Braddy
	MICHAEL	HOSEA	CARPENTER		10/25/2004			carpenter_mike@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Ken Foy
	VINCENT	TODD	CARPENTER		7/23/1984			vcarpente@cityofgastonia.com	DEPUTY CITY MANAGER	Deputy City Manager/Deputy City Manager	Todd Carpenter	Michael Peoples
	WILLIAM	HARVEY	CARPENTER JR		4/11/2016				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Stormwater/Operations	Dale Denton	STEVE SHANNON
	BRUCE	H	CARR		12/18/2006			Car_Bruce@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Eric Howard
	MELODY	ELENA	CARTER		10/21/2013				LABORATORY TECHNICIAN III	Water & Sewer/Wastewater Treatment	Joe Albright	Annette McMuray
	CALEB	WILEY	CATO		8/26/2013				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Paul Bonnin
	CHASE	COHEN	CAUSEY		3/13/2017			causey_chase@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Eric Nelson
	ADRIAN	CERTAIN	CERTAIN		12/6/2004			adrian@cityofgastonia.com	ELECTRICAL FIELD TECHNICIAN II	Electrical/Administration	Joe Albright	Ron Gaff
	CRYSTAL	LYNN	CERTAIN		9/11/2017			CrystalC@cityofgastonia.com	DIRECTOR OF FINANCIAL SERVICES	Financial Services/Administration	Crystal Certain	Melody Braddy
	JOSEPH	P	CHAMBERS JR		1/30/1999				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	NANCY	DARLENE	CLARK		3/5/2001			Clark_Nancy@cityofgastonia.com	POLICE RECORDS SPECIALIST II	Police/Support Services	Chief Rob Helton	Janet Griffin
	DEWEY	JACKSON	CLARK III		1/26/1981			clark_buddy@cityofgastonia.com	FIRE INSPECTOR I	Fire/Life Safety	Chief Phil Welch	Chris Stone
	BRENNON	CORDELL	CLARKS		12/14/2015				LABORATORY TECHNICIAN III	Water & Sewer/Wastewater Treatment	Joe Albright	Stephane Scheringer
	CHRISTIAN	M	CLINCH		15/2005			clinch_christian@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Fred McMurray
	JEFFREY	D	CLINE		10/17/2014			cline_jeff@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Chris Owens
	TREY	D	CLINTON		1/16/2015			clinton_trey@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Brian Atkins
	DEBBY	C	CLONINGER		12/6/1997			debbyc@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Water & Sewer/Utilities Maintenance	Joe Albright	Brian Potocki
	ROBERT	R	CLONINGER III		11/19/2014			rob@cityofgastonia.com	STORMWATER UTILITY ADMINISTRATOR	Stormwater/Administration	Dale Denton	DALE DENTON
	DAMON	LATORNE	CLOUD		4/16/2018			damon@cityofgastonia.com	CANOEING TECHNICIAN I	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Ewert
	TYLER	CLARKE	COBB		9/8/2015			tylerc@cityofgastonia.com	CODE ENFORCEMENT OFFICIAL I	Development Services/Building Support	Rusty Bost	Brian Pratt
	DOBLE	EUGENE	COBLER JR		3/14/2016				TREATMENT PLANT SUPERVISOR	Water & Sewer/Water Treatment	Joe Albright	Chris High
	CALEB	BROOKS	CODY		8/11/2014				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Joel Kelley
	STEVEN	LEE	CODDLE		3/12/1990			stevec@cityofgastonia.com	TELEPHONY ADMINISTRATOR	Technology Services/Infrastructure	Beverly Baker	Beverly Baker
	JAMES	JORDIE	COLEMAN		8/14/2013				POWER LINE TECHNICIAN	Power Btl/Power Btl	Dale Denton	STEVE SHANNON
	RAYFORD	T	CONARD		7/15/1996			Conard_Trent@cityofgastonia.com	POLICE CAPTAIN	Police/Field Services	Chief Rob Helton	Travis Brant
	CLURTS	DANIEL	CONNOR JR		11/17/1990			connor_clurts@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Harold Fubights
	RONALD	GENE	COOK		8/29/1994			ronc@cityofgastonia.com	ASSISTANT DIVISION MANAGER-SYSTEMS MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Brian Potocki
	SUSAN	BAISCH	COPELAND		12/15/1997			susan@northwestutilities.com	LABORATORY TECHNICIAN III	Water & Sewer/Wastewater Treatment	Joe Albright	Annette McMurray
	JOHN	W	COPELAND JR		8/12/1996			johnc@cityofgastonia.com	LABORATORY TECHNICIAN IV	Water & Sewer/Water Treatment	Joe Albright	Stephane Johnson
	LURIA	CARLOS	COSS Y LEON		8/29/2018				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	LURIA	COSSIT	COSSIT		6/19/2018				LABORATORY TECHNICIAN III	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Ted King
	JANUARY	WITHERS	COSTA		3/26/2012				ARCHAEOLOGY PROJECT FIELD/LABORATORY ASSISTANT	Schiele Museum/Programs	Ann Tippitt	Alan May
	CARLEENA	LOUISE	COSTNER		12/11/2012			carleena@cityofgastonia.com	RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Alan Starb
	STEPHEN	LADONN	COSTNER		3/6/2006			stephen@cityofgastonia.com	RADIO COMMUNICATIONS SERVICE OPERATIONAL	Technology Services/Communications	Beverly Baker	Paul Pivett
	JOE	REID	COSTNER JR		2/1/2010			costner_joe@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Brian Atkins
	JEREMY	M	COX		11/12/2007				METER SERVICE TECHNICIAN II	Financial Services/Meter Services	Crystal Certain	Scott Owens
	TERIFANY	MARTIN	COX		10/1/2017				CUSTOMER SERVICE REPRESENTATIVE I	Financial Services/Customer Service	Crystal Certain	David Denton
	CODY	JOSEPH	CREIGHTON		18/2012				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power Btl/Power Btl	Dale Denton	STEVE SHANNON
	KRISTY	R	CRISP		10/1/2001			kristy@cityofgastonia.com	DIRECTOR OF ECONOMIC DEVELOPMENT	Economic Development/Administration	Kristy Crisp	Michael Peoples
	ROBERT	A	CRISP		10/27/2008			robcris@cityofgastonia.com	COMMUNICATIONS-PUBLICATIONS COORDINATOR	Schiele Museum/Programs	Ann Tippitt	Tom Pasour
	DAWN	ELIZABETH	CROSS		11/13/2004			dawn@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Police/Support Services	Chief Rob Helton	Mike Smith
	CLARENCE	KELVIN	CROSS III		7/8/1988			kelvin@cityofgastonia.com	DIVISION MANAGER/WATER TREATMENT	Water & Sewer/Water Treatment	Joe Albright	Brian Pratt
	NICOLE	NICOLE	CROUCH		15/2015			nicole@cityofgastonia.com	PERMIT SPECIALIST	Development Services/Building Support	Rusty Bost	Brian Pratt
	DAVID	F	CROW		10/15/2012			crow_david@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Nancy Capastan
	TIMOTHY	SCOTT	CUNNINGHAM		3/25/1989				PARK MAINTENANCE SUPERVISOR	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Tripp White
	BYRON	CORDELL	CURRY		2/8/1999			curry_byron@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Brandon Pressley
	CHRISTOPHER	E	CURTIS		10/26/1998			curtis_eric@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Synthia Keaton
	PATRICK	THOMAS	DALEY		9/3/1990			daley_patrick@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Fred McMurray
	OMAR	RAIHARD	DAMERON		12/12/2005				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owens
	CAROLINE	CALDWELL	DAVIS		5/29/2018			carolm@cityofgastonia.com	HUMAN RESOURCES TECHNICIAN	Human Resources/Human Resources	Judy Smith	Judy Smith
	CHARLES	MARTIN	DAVIS		6/27/2005			chuckd@cityofgastonia.com	CUSTOMER SERVICES MANAGER	Financial Services/Customer Service	Crystal Certain	Susan Klutz
	KRISTI	HUGHES	DAVIS		9/27/1997			kristid@cityofgastonia.com	GRANTS MANAGER	Transit/Administration	Vincent Wong	Vincent Wong
	TYLER	HUGHES	DAVIS		5/29/2019			tylerd@cityofgastonia.com	GRANTS MANAGER	Community Services/Housing & Neighborhoods	Vincent Wong	Vincent Wong
	THOMAS	LEONARD	DEATON JR		15/2015				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Michael Carpenter
	ROBERT	K	DEMON		6/25/2018				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power Btl/Power Btl	Dale Denton	EDWARD STROUD
	ERNEST	GLENN	DEESE		6/29/2002			ernea@cityofgastonia.com	FACILITIES MAINTENANCE WORKER	Schiele Museum/Operations	Ann Tippitt	Mark Rusick
	RODNEY	D	DEESE		8/21/2004				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owens
	GUSTIN	A	DELLINGER		12/28/2015			dellinger_austin@yahoo.com	CREW CHIEF I-PUBLIC WORKS	Power Btl/Power Btl	Dale Denton	STEVE SHANNON
	JACOB	ELLI	DELLINGER		5/29/2013			jacobe@cityofgastonia.com	FACILITIES PLANT MECHANIC I	Water & Sewer/Utilities Maintenance	Joe Albright	Terry King
	CHARLES	R	DELLINGER JR		8/1/2012			chuckd@cityofgastonia.com	ADVISOR FOR SPECIAL PROJECTS-REGISTRATION	Parks & Cultural Svcs/Administration	Cam Carpenter	Cam Carpenter
	DALE	B	DENTON		10/27/1986			dale@cityofgastonia.com	DIRECTOR OF PUBLIC WORKS	Public Works/Public Works	Dale Denton	FLIP BOMBARDIER
	DREW	BRYAN	DENTON		12/11/2017			denton_drew@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Trent Conroy
	MICHAEL	SCOT	DENTON		8/13/2018				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owens
	ANTHONY	VERNARD	DREW		11/29/2012				BUS DRIVER	Transit/Operations	Vincent Wong	Stephane Barnett
	DANIEL	C	DROWN		8/29/2012				LABOR ATTENDANT	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Skip Youngblood
	BRIAN	C	CHRISTOPHER		7/29/2014			bjryan_c@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Scott Norton
	THOMAS	E	DOBY		6/7/1999			doby_thomas@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Raid Bradford
	DANIEL	J	DOUGHERTY		11/16/1998				TREATMENT PLANT OPERATOR III	Water & Sewer/Wastewater Treatment	Joe Albright	Doug Barker
	DAVID	L	DOVER		3/3/1997			Dover_David@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Heath McMullan
	SHERY	HARDIN	DUNAWAY		8/14/1989			sheryd@cityofgastonia.com	CITY CLERK	City Manager	Michael Peoples	Michael Peoples
	JOANN	NIN	DUNCAN		4/9/2011			Duncan_jo@cityofgastonia.com	POLICE OFFICER-PART TIME	Police/Field Services	Chief Rob Helton	Randy Gault
	JOSHUA	LEVI	DUNCAN		11/14/2016				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Justin White
	ROBERT	C	DUNCAN		1/14/2008				COMMUNICATIONS TECHNICIAN	Technology Services/Communications	Beverly Baker	Paul Pivett
	LAURA	B	DUNLAP		6/6/1994				ATTENDANT I	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Judy Griffin
	TAMMY	MCCLINEY	DUNLAP		11/30/2013				BUS DRIVER	Transit/Operations	Vincent Wong	Stephane Barnett
	JACOB	ALEXANDER	DUNN		3/6/2017				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power Btl/Power Btl	Dale Denton	EDWARD STROUD
	LANA	DELAP	DUPONT		5/22/2017			laned@cityofgastonia.com	OFFICE ASSISTANT III	Schiele Museum/Programs	Ann Tippitt	Tom Pasour
	CARRIE	VNING	DURAN		7/12/2004			carried@cityofgastonia.com	COLLECTION MANAGER	Schiele Museum/Programs	Ann Tippitt	Alan May
	DANETTE	M	DYE		10/2/1989			dyanette@cityofgastonia.com	HUD COMPLIANCE OFFICER	Community Development	Vincent Wong	Vincent Wong
	JAMES	WILLIAM	EAKER JR		10/20/2005			eaker_james@cityofgastonia.com	REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Doug Barker
	JASON	LEE	EAKER		10/30/1995				POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Doug Carpenter
	MITCHELL											

Employee number	First Name	Middle Name	Last Name	Age	Orig hire date	Ethnic Code	Gender	Email Address	Title	Home dept description	Department Head	Field Supervisor
	BLAINE	LATIMER	FISHER		9/18/2017				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Aaron Wurster
	KAYLA	CORYN	FITCH		6/17/2016				POOL ATTENDANT	Parks & Cultural Svcs/Athletics	Cam Carpenter	Janet Taylor
	ALBERT	L	FLIMING III		6/23/1997			Fleming_Alber@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Adrienne Walker-Hall
	NICHOLAS	DAVID	FLOWERS		8/10/2015				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Dustin Rusty
	BRADY	R	FOOTE		10/30/2017			brady@cityofgastonia.com	COMMUNICATIONS SPECIALIST	Communications & Marketing	Rachel Blagay	Rachel Blagay
	DERON	SCHOFFELMAN	FREEMAN		7/25/2005				TREATMENT PLANT OPERATOR II	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves
	CYNTHIA	W	FORRESTER		9/19/1994			cindy@cityofgastonia.com	DIVISION MANAGER OF EQUIPMENT SERVICES	Public Works/Equipment Services	Dale Denton	Dale Denton
	WANDA	M	FORRESTER		2/21/2014				ADMINISTRATIVE ASSISTANT II	Development Services/Engineering	Rusty Bost	Rusty Bost
	WILLIAM	W	FORTENBERRY JR		1/26/1981			fortenberry_william@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Woody Thomas
	RICHARD	LEON	FOX JR		7/29/2016				LAKE ATTENDANT	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Ship Youngblood
	CLIFTON	DAVID	KERR		1/26/1991			Foy_Clifton@cityofgastonia.com	BATTALION CHIEF	Fire/Operations	Chief Phil Welch	Mark Rutherford
	DAVID	NATHAN	FRADY		10/26/2015			nate@cityofgastonia.com	CARPENTER	Public Works/Bldg & Grounds	Dale Denton	Mike Neuse
	MARISA	KANTHIA	FRAZER		8/5/2017				BUS DRIVER	Transit/Operations	Vincent Wong	Stephane Barnett
	DAVID	SCOTT	FREIDMAN		2/13/2017			scott@cityofgastonia.com	LINE TECHNICIAN I	Electric/Electric Service	Joe Albright	Matt Lambert
	CAMERON	ELIZABETH	FREIDMAN		1/20/2013				BUSINESS SYSTEMS ANALYST	Technology Services/Applications	Beverly Bekker	Jessica Marshall
	GLENN	R	FRIED		8/8/2005			gfried@cityofgastonia.com	GIS ANALYST II	Electric/Administration	Joe Albright	Ron Gaff
	MASON	T	FRIESENHAIN		9/4/2007			friesenhain_mason@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Brandon Pressley
	PHYLLIS	HODGES	FUDA		2/29/2016			Fuda_Phyllis@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Fire/Administration	Chief Phil Welch	Chief Phil Welch
	HAROLD	D	FULBRIGHT JR		9/19/1995			Fulbright_Harold@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jeffrey Quen
	AARON	MICHAEL	FULTON		6/20/2013			Aaron_aaron@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Scott McClure
	ELEANOR	MARGARET	FULTON		1/5/2007			elbott_ellie@cityofgastonia.com	POLICY RESEARCH SPECIALIST	Police/Support Services	Chief Rob Helton	Amanda Neese
	GEORGE	MASSEY	FULWOOD JR		2/14/2011			george@cityofgastonia.com	ASSISTANT RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Carlena Costner
	DONALD	L	GADDY JR		7/12/1999			gaddy_don@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Jason Hovis
	JUSTIN	L	GAFF		6/4/2007			justin@cityofgastonia.com	CHIEF CODE ENFORCEMENT OFFICER	Development Services/Building Support	Rusty Bost	Brian Pruitt
	RONALD	L	GAFF		12/2/2004			ronald@cityofgastonia.com	DIVISION MANAGER OF ELECTRIC UTILITY	Electric/Administration	Joe Albright	Joe Albright
	ROBERT	W	GAMMONS		7/29/2014			gammons_robert@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Aaron Wurster
	RANDY	GANTT	D		9/11/2006			Gantt_Randy@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Trent Conrad
	JUSTIN	TYLER	GARDNER		8/22/2016			gardner_justin@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Eric Nelson
	JOSEPH	ANDREW	GATES		2/1/2016			andrew@cityofgastonia.com	ZONING ADMINISTRATOR	Development Services/City Planning	Rusty Bost	Jason Thompson
	RANDI	MAMANDA	GATES		7/18/2016			randi@cityofgastonia.com	PRINCIPAL TRANSPORTATION PLANNING	Development Services/Transportation	Rusty Bost	Jason Thompson
	SUZANNE	R	GIBBS		7/8/2013			suzanne@cityofgastonia.com	DEPUTY CITY CLERK	Financial Services/Administration	Crystal Certain	Crystal Certain
	CHUCK	STEVEN	GIBBY II		1/29/2010				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Dale Adams
	JASON	L	GILL		3/12/2007			gill_jason@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Sharon Soutam
	KENNETH	DUANE	GILLIAND JR		8/21/2017				CONSTRUCTION WORKER II	Power/Bldg/Power Bld	Dale Denton	STEVE SHANNON
	DIANA	FOX	GILIS		9/26/1994			deedee@cityofgastonia.com	DIVISION MANAGER-SOLID WASTE	Solid Waste/Administration	Dale Denton	Dale Denton
	JORDAN	HOLLAND	GILIS		11/16/2015			gillis_jordan@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Brian Atkins
	MARCUS	A	GONZALEZ		9/19/2009			gonzalez_marcus@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Joel Keller
	REID	DAVIS	GOODMAN		10/10/2016			reid@cityofgastonia.com	GROUNDWORKS MAINTENANCE WORKER I	Schiele Museum/Operations	Ann Tippitt	Mark Ruskoff
	ALBERT	L	GOODSON		14/2016				BUS DRIVER	Transit/Operations	Vincent Wong	Stephane Barnett
	SCOTT	L	GOSSIT		12/30/12				REFUSE COLLECTOR/PRESSURE DRIVER	Solid Waste/Sanitation	Dale Denton	Wayne Hindrickson
	JOSEPH	ERIC	GOSSIT II		9/6/2013				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Chris
	KEAT-TIA	YVANCEE	GOUDY		1/6/9/2017				RECREATION CENTER LEADER	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Darryl McClure
	JENNIFER	B	GRAHAM		4/22/2001			jenniferg@cityofgastonia.com	ACCOUNT TECHNICIAN	Financial Services/Purchasing	Crystal Certain	Lindsay Howe
	MICHAEL	C	GRAHAM		7/01/1981			charles@cityofgastonia.com	ASSISTANT DIVISION MANAGER OPERATIONS WASTEWATER	Water & Sewer/Wastewater Treatment	Joe Albright	Brian Collins
	MICHAEL	L	GRAMM		11/23/2003			charles@cityofgastonia.com	SYSTEMS MAINTENANCE TECHNICIAN I	Water & Sewer/Utilities Maintenance	Joe Albright	Janis Pearson
	CHARLES	L	GRAMM JR		1/4/2017				ASSISTANT CITY ATTORNEY	City Attorney	Ash Smith	Ash Smith
	KEVIN	MORGAN	GRAVES		11/7/2011			kevin@theoverseesutilities.com	TREATMENT PLANT SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	Stephane Scheringer
	JAMIE	DEAN	GRAY		6/18/2018				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Wayne Hindrickson
	WANDA	L	GREEN		1/13/2014			green_wanda@cityofgastonia.com	POLICE RECORDS SPECIALIST II	Police/Support Services	Chief Rob Helton	Janet Griffin
	WILLIAM	MARSHALL	GREEN		10/10/2013			marsh@cityofgastonia.com	NETWORK ENGINEER	Technology Services/Infrastructure	Beverly Bekker	Beverly Bekker
	DARTON	GRENE	GREENE		4/20/2001			greene@cityofgastonia.com	ELECTRICAL SUBSTATION TECHNICIAN I	Electric/Operations	Joe Albright	Steve Nease
	TERRY	WAYNE	GREENE		5/22/2000				METER REPAIR TECHNICIAN	Water & Sewer/Customer Service	Joe Albright	Jackie Hendricks
	CHRISTOPHER	DALE	GREENWOOD		7/7/2014				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power/Bldg/Power Bld	Dale Denton	STEVE SHANNON
	STEPHEN	A	GREORY II		1/5/2005			gregory_andy@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Nancy Capistan
	BENJAMIN	M	GRICE		11/1/1999			grice_ben@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Barry Estler
	JANET	H	GRIFFIN		2/21/1994			Griffin_Janet@cityofgastonia.com	POLICE RECORDS SUPERVISOR	Police/Support Services	Chief Rob Helton	Mike Smith
	JUDY	D	GRIFFIN		8/27/1981			judy@cityofgastonia.com	RECREATION CENTER PROGRAM SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Andy Stahr
	KENNETH	NEAL	GRIFFIN		1/26/1981			Giffin_Keneth@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Kerr Eoy
	MARK	NMN	GRIFFIN		4/24/2017				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	DAVID	JOSEPH	GILBERT		6/29/2015			gilbert_david@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Scott McClure
	JEFFREY	J	GILZUSKAS		8/26/2005				GROUNDWORKS MAINTENANCE WORKER I	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Justin Parke
	BRANDON	ROSS	HABERSKI		1/2/2017				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Shante Southern
	ADRIENNE	WALKER	HALL		9/8/2009			hallie_john@cityofgastonia.com	POLICE SERGEANT	Police/Support Services	Chief Rob Helton	Kevin Graves
	JONATHAN	LLOYD	HALL		4/10/2006			smith@theoverseesutilities.com	FACILITIES PLANT MECHANIC III	Water & Sewer/Utilities Maintenance	Joe Albright	Ferry King
	TIMOTHY	A	HALLMAN		1/5/2005			hallman_timothy@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Trent Conrad
	RACHIEL	C	HAMILTON		11/27/2006			hamilton_rachiel@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Police/Administration	Chief Rob Helton	Rob Young
	MELVIN	Y	HAMM		1/14/2000				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Wayne Hindrickson
	RICHARD	J	HAMM		5/31/2005				WELDER	Public Works/Equipment Services	Dale Denton	Steve Huss
	CLARENCE	EDWARD	HAMMETT JR		11/20/2017				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Dale Coker
	ANDREW	ERIC	HAMMOND		5/15/1993			hammond_andrew@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Keneth Guffo
	HARRISON	RAY	HAMORSKY		3/30/2015			hamorsky_harrison@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Laura Biggestaff
	HUBERT	HAROLD	HAMPTON		6/30/2011			hugh@cityofgastonia.com	TREATMENT PLANT SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	Stephane Scheringer
	BOBBY	MACK	HANNA JR		11/30/1992			bobbyh@cityofgastonia.com	LABORATORY TECHNICIAN I	Water & Sewer/Wastewater Treatment	Joe Albright	David Shenberger
	JONAS	PRAYNE	HANSEN		1/21/1991			hansen_jonas@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Jamie Brackets
	KENT	WILSON	HARMON		5/15/1993			Harmon_Kent@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Woody Thomas
	CHARLES	JOSEPH	HARPER		4/20/2013				MOTOR EQUIPMENT OPERATOR I-UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	VRGIL	KEITH	HARPER		5/15/1993			harper_keith@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Dustin Rusty
	ALLEN	J	HARRIS		11/7/2008				TRAFFIC SERVICES TECHNICIAN II	Police/Parks/Public Works	Dale Denton	JACK THOMPSON
	KISA	KAMERON	HARRIS		7/29/2017				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves
	JASON	MICHAEL	HARRIS		3/7/2011			harris_jason@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Jamie Brackets
	JEREMY	COLE	HARRIS		8/20/2007			jeremy@cityofgastonia.com	CODE ENFORCEMENT OFFICIAL I	Development Services/Building Support	Rusty Bost	Brian Pruitt
	PATRICIA	ANN	HARRIS		1/29/2006			ann@cityofgastonia.com	CUSTOMER SERVICE ANALYST	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	TIMOTHY	LANE	HARRIS		10/24/2011				TREATMENT PLANT OPERATOR III	Water & Sewer/Wastewater Treatment	Joe Albright	Doug Barker
	BRIAN	CAMPBELL	HART		9/6/2016			brian@theoverseesutilities.com	GIS ANALYST II	Water & Sewer/Utilities Maintenance	Joe Albright	Brian Potocki
	SHELLY	M	HARWELL		6/6/2016			shellyh@theoverseesutilities.com	OFFICE ASSISTANT III	Parks & Cultural Svcs/Administration	Cam Carpenter	Andy Stahr
	STERLING	M	HASTINGS		7/2/2012			sterling@theoverseesutilities.com	FIELD SUPERVISOR I-SYSTEMS MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Ron Cook
	KAREEM	JAMAL	HATTEN		6/24/2013				CUSTODIAN	Public Works/Bldg & Grounds	Dale Denton	David Trout
	AMT	HOLLYSON	HAWKINS		1/27/1991			hawkins_amt@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Randy Goff
	CHRISTIAN	A	HAWKINS III		1/8/2013				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Kevin Graves
	JONATHAN	DAVID	HAYES		1/16/2001			hayes_jonathan@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Joel Keller
	JULIA	D	HEATH		1/19/2016			hayes_jonathan@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Craig Singer
	MATTHEW	STANTON	HEFNER		9/11/2018				SPECIAL PROJECT COORDINATOR	Community Dev & Innovation/KCB	Vincent Wong	Vincent Wong
	PATRICK	HUNTER	HEGE		8/15/2016				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Michael St. Thomas
	SHAYNE	C	HELM		7/12/2004			shayne@cityofgastonia.com	LANDSCAPE TECHNICIAN II	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Evert
	LEMUEL	KEITH	HELMS		7/9/2016				ELECTRIC UTILITY OPERATIONS SUPERVISOR	Electric/Underground Line Construction	Joe Albright	Gene Jones
	JOHN	WESLEY	HELMS JR		5/22/2017				CUSTODIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Tanya Triggdon
	DALE	EDWARD	HELTON		5/24/2010				CUSTODIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Darryl McClure
	ELIZABETH	S	HELTON		5/15/2004			beth@cityofgastonia.com	AUTOMOTIVE MECHANIC III	Public Works/Equipment Services	Dale Denton	Roger Caste
	ROBERT	C	HELTON JR		2/23/1987			Helton_Robert@cityofgastonia.com	ADMINISTRATIVE SUPPORT/CEMETERY MAINTENANCE	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Tripp White
	CHRISTOPHER	MICHAEL	HENDERSON		6/3/2013				POLICE CHIEF	Police/Administration	Chief Rob Helton	Todd Carpenter
	JUSTIN	WILLIAM	HENDRIN		11/1/2016				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Shane Thompson
	JOSHUA	R	HENDRICK		9/5/2017							

Employee number	First Name	Middle Name	Last Name	Age	Orig hire date	Ethnic Code	Gender	Email Address	Title	Home dept description	Department Head	Field Supervisor
	CHRISTAL	YVETTE	HOWARD		7/29/2013			christal@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Development Services/City Planning	Rusty Boat	Jason Thompson
	DANIEL	WADE	HOWARD		3/12/2018				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Berling Hadridge
	ERIC	S	HOWARD		6/23/1997			howard_eric@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Rodney Adridge
	LESTER	HOMER	HOWARD		10/22/2014			lester@cityofgastonia.com	AUTOMOTIVE MECHANIC III	Public Works/Sanitation Services	Chief Rob Helton	Robert Johnson
	MICHAEL	B	HOWARD		4/28/1997			scott@cityofgastonia.com	UTILITY LOCATOR	Electric/Electronic Service	Joe Albright	Shayne Helm
	JERRY	WAYNE	HOWELL		2/4/2006			Howell_JerryW@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Kent Hammon
	JOE	TERRINA	HOWELL		2/9/2005				CUSTODIAN	Public Works/Bldg & Grounds	Date Denton	David Truett
	ROBERT	L	HOWELL		11/18/2013				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves
	DANNY	LEMONT	HOYLE		10/21/2013				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Thomas Doby
	STEVEN	DEAN	HOYLE		5/19/2014			Hoyle_Steven@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Thomas Doby
	BERNARD	AILEN	HARDISTON		10/2/2006				HOUSEHOLD RECYCLING TECHNICIAN	Solid Waste/Sanitation	Date Denton	Dee Dee Gille
	LINDA	PATTERSON	HUDGINS		12/6/2010			linda@cityofgastonia.com	MUSEUM GUEST SERVICES SPECIALIST	Schale Museum/Administration	Ann Tippitt	Karl McKinnon
	ADAM	SCOTT	HUDSON		7/13/2015			Hudson_Adam@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Doug Carpenter
	RECELE	DYLAN	HUGSBETH		1/16/2018				TREATMENT PLANT OPERATOR II	Water & Sewer/Water Treatment	Joe Albright	Date Cobler
	DOUGLAS	L	HUFFMAN		2/4/2008			huffman_douglas@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Matthew Young
	COODY	DANIEL	HUFFSTETLER		12/27/2011			huffstetler_coody@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Kevin Putnam
	STANLEY	CRAIG	HUFFSTETLER		1/22/1994			Huffstetler_St Stanley@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jeffrey Queen
	ALYSSON	SMITH	HUMMEL		2/19/2018			alysson@cityofgastonia.com	BENEFITS ADMINISTRATOR	Human Resources/Human Resources	Crystal Certain	Judy Smith
	JOSHUA	CALIB	HUMPHREY		7/23/2018				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Trent Conrad
	ANGELA	PUTNAM	HURPHRIES		7/14/2014			angelaputnam@cityofgastonia.com	BILLING SPECIALIST	Financial Services/Accounts Receivable	Crystal Certain	Billy Brown
	RYAN	HOUSTON	HUNEYCUTT		7/18/2016				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Scott McClure
	JASON	D	HUNNICUTT		12/15/1997			jasonh@townofusilities.com	LABORATORY TECHNICIAN IV	Water & Sewer/Wastewater Treatment	Joe Albright	Annette McMurray
	DAVID	LEE	HUNT		2/20/2017			scott@cityofgastonia.com	METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owenby
	BRANDON	ALLEN	HUSKINS		3/19/2018				REFUSE COLLECTOR/RESERVE DRIVER	Solid Waste/Sanitation	Date Denton	Chris Adams
	DEBORAH	W	HUSKINS		4/4/2005			deborah@cityofgastonia.com	BUSINESS PRACTICES ANALYST	Technology Services/Applications (Software)	Beverly Becker	Jessica Marshall
	MATTHEW	G	HUSS		11/22/2019				CREW CHIEF I-PUBLIC WORKS	Stormwater/Operations	Date Denton	STEVE SHANNON
	MIKE	G	HUSS		12/17/2012			huss_mike@cityofgastonia.com	CREW CAPTAIN	Stormwater/Operations	Chief Phil Welch	Steve Shannon
	STEPHEN	D	HUSS		8/9/1999			stephen@cityofgastonia.com	FLEET BUSINESS SUPERVISOR	Transit/Maintenance	Date Denton	Cindy Fomster
	STANLEY	D	HYDE		6/5/2017				SENIOR PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Recreation	Cam Carpenter	Jerry Browning
	ELEEN	B	IEVOLI		1/14/2012				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	PATRICK	A	ISENHOUR		7/27/1998				LINE TECHNICIAN IV	Electric/Electronic Line Maintenance	Joe Albright	Matt Lambert
	BRANDON	J	JACKSON		6/12/2017			brandonj@cityofgastonia.com	ASSISTANT DIRECTOR OF INFORMATION TECHNOLOGY	Technology Services/Applications (Software)	Beverly Becker	Beverly Becker
	JOSHUA	CALIB	JACKSON		6/26/2017				LINE TECHNICIAN I	Electric/Electronic Line Maintenance	Joe Albright	n/a
	ALVIN	JAMES	JAMES		6/24/2004			alvin@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Brax Atkins
	YVETTE	LOUISE	JAMES		10/17/2015			yvette@cityofgastonia.com	PAYROLL ASSISTANT	Financial Services/Accounting	Crystal Certain	Wendell Hendrix
	STEPHANIE	REAVES	JAMOULIS		9/3/2013			stphanie_reaves@cityofgastonia.com	OFFICE ASSISTANT III	Police/Support Services	Chief Rob Helton	Ed Truss
	GREGORY	WAGNE	JAMWELL		9/16/2017			greg@cityofgastonia.com	POLICE OFFICER II	Police/Works/Bldg & Grounds	Date Denton	Mike Negus
	DENNIS	SCOTT	JEFFERIES		8/20/1986				AUTOMOTIVE MECHANIC I	Public Works/Equipment Services	Chief Rob Helton	Roger Biehl
	BRYON	DAVID	JENKINS		2/4/1996			Jenkins_Bryon@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	William Fontenberry
	COODY	WAYNE	JENKINS		4/20/2015			Jenkins_Coody@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Charles Stewart
	DUSTIN	KELLY	JENKINS		6/5/2017				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Kent Hammon
	KATHY	L	JENKINS		5/3/2003			kathy@cityofgastonia.com	MUNICIPAL OPERATIONS CENTER ADMINISTRATIVE MANAGER	Water & Sewer/Administration	Joe Albright	Joe Albright
	ROBERT	WYTON ALEC	JENKINS		3/31/2014				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Doug Barker
	DONALD	F	JENKINS III		3/19/2001			donald@cityofgastonia.com	ELECTRIC SERVICE TECHNICIAN	Electric/Electronic Service	Joe Albright	Scott Pharris
	ANTHONY	E	JOHNSON		7/15/2013			johnson_anthony@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Kevin Putnam
	CHRISTINA	R	JOHNSON		9/11/2000			christina@cityofgastonia.com	OFFICE ASSISTANT I	Water & Sewer/Wastewater Treatment	Joe Albright	Dave Shellenbarger
	CHARLES	CHARLES	JOHNSON		7/8/2002			cliff@cityofgastonia.com	SENIOR SURVEYING TEAM LEADER	Development Services/Engineering	Rusty Boat	Gary Saine
	GREG	ALTON	JOHNSON		5/29/1995			greg@cityofgastonia.com	FATS OIL GREASE COORDINATOR I	Water & Sewer/Utilities Maintenance	Joe Albright	Brax Atkins
	MICHAEL	JOHNSON	JOHNSON		12/14/1988			johnson_michael@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Jonathan Halman
	PATRICIA	TAYLOR	JOHNSON		6/26/1990			patricia@cityofgastonia.com	KEEP GASTONIA BEAUTIFUL ADMINISTRATOR	Community Services/Keep Gastonia Beautiful	Crystal Certain	Vincent Wong
	STEPHANIE	JO	JOHNSON		7/17/2014				LABORATORY SUPERVISOR	Water & Sewer/Water Treatment	Joe Albright	David Rowland
	TUCKER	ADDITION	JOHNSON III		5/28/1996			tucker@cityofgastonia.com	ASSISTANT CITY ENGINEER	Development Services/Engineering	Rusty Boat	Joe Saine
	TRACY	M	JOHNSON III		11/30/1991				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves
	JAMES	B	JOHNSON JR		9/11/1995			james@cityofgastonia.com	CIVIL ENGINEER I	Development Services/Engineering	Rusty Boat	Tucker Johnson
	EUGENE	F	JONES		6/20/1994			genaj@cityofgastonia.com	ASSISTANT DIVISION MANAGER OF ELECTRIC UTILITY	Electric/Administration	Joe Albright	Ron Gaff
	TIMOTHY	R	JONES		11/20/2015				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power/Bill/Power/Bill	Date Denton	EDWARD STROUD
	CANDICE	BROOKE	JORDAN		1/8/2018				MUSEUM PROGRAM SPECIALIST	Schale Museum/Programs	Ann Tippitt	Tony Pasour
	CHARLES	NMN	JUNE		11/12/2007			justin@cityofgastonia.com	CREW CHIEF I-PUBLIC WORKS	Water & Sewer/Street Maintenance	Date Denton	EDWARD STROUD
	GAHEY	N	JUSTICE		6/27/2011			justin@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Jonathan Halman
	FRANCIS	A	JUSTICE		7/1/2014			francis@cityofgastonia.com	METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owenby
	CHAD	NATHAN	KAY		3/2/2009			kay_chad@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Wilson
	SYNTHIA	S	KEARNEY		8/5/1996			kearney_synthia@cityofgastonia.com	BATTALION CHIEF	Fire/Operations	Chief Phil Welch	Mark Rutherford
	DEBORAH	K	KESTER		4/17/2003				WATER & SEWER UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Chief Rob Helton	Charles Stewart
	LEONARD	JOEL	KELLY		1/26/1991			Kelly_Joel@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Woody Thomas
	STEVEN	LEROY	KENDRICK		1/21/1995				REFUSE COLLECTOR	Solid Waste/Sanitation	Date Denton	Chris Adams
	EDWARD	EUGENE	KENNDY		9/12/2016				SCHOOL CROSSING GUARD	Police/Field Services	Chief Rob Helton	Rodney Adridge
	TERRY	KING	KING		1/29/2014			terryking@townofusilities.com	FIELD SUPERVISOR-FACILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Chris Adams
	MICHAEL	C	KINLAW		2/12/2001			mikek@cityofgastonia.com	CONSTRUCTION INSPECTOR	Development Services/Engineering	Rusty Boat	Joe Blaker
	JENNIFER	WEBB	KIRBY		4/25/2005				LABORATORY TECHNICIAN III	Water & Sewer/Wastewater Treatment	Joe Albright	Annette McMurray
	DONALD	SAMUEL	KIRK		8/27/2007				LINE TECHNICIAN I	Electric/Underground Line Construction	Joe Albright	Shayne Helm
	ROBERT	EDWARD	KIRKLAND		8/8/2016				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Date Denton	Chris Adams
	ROBERT	EUGENE	KIRKLAND		7/19/2004				CREW CHIEF I-PUBLIC WORKS	Power/Bill/Power/Bill	Date Denton	EDWARD STROUD
	BRANDON	KIRKPATRICK	KIRKPATRICK		10/22/2013				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Jason Thompson
	JODY	BLAIR	KISER		9/11/1995			jody@cityofgastonia.com	ELECTRIC UTILITY CREW SUPERVISOR	Electric/Electronic Line Construction	Joe Albright	Rob Barber
	TAMMIE	S	KISER		1/22/2008			tammiek@cityofgastonia.com	CUSTOMER SERVICE ANALYST	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	SUSAN	C	KLUFTZ		1/7/1989			susan@cityofgastonia.com	REVENUE ADMINISTRATOR	Financial Services/Revenue Administration	Crystal Certain	Crystal Certain
	ALEXANDER	BRIAN	KOEPPEL-CALZADA		1/16/2018				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Craig Singer
	ALLYSON	M	KONEY		14/2016			Koney_Alyson@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Brax Atkins
	JOHN	A	KOPCZYNSKY		17/2017				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Kent Hammon
	RAYMOND	J	KURTAK		4/18/1998			ray@cityofgastonia.com	INFORMATION SYSTEMS ADMINISTRATOR	Technology Services/Applications (Software)	Beverly Becker	Brandon Jackson
	CHRISTOPHER	J	LACEY		2/11/2002			christopher@cityofgastonia.com	SENIOR COMMUNICATIONS TECHNICIAN-SANITATION	Technology Services/Communications	Beverly Becker	Paul Privett
	CHARLES	M	LAFONTAIN		16/2007				REFUSE COLLECTOR	Solid Waste/Sanitation	Date Denton	Wayne Hendrickson
	MICHAEL	LARRY	LAI		3/4/2011			michael@cityofgastonia.com	COMMUNICATIONS PARAVISIT	Schale Museum/Programs	Ann Tippitt	Tony Pasour
	DONNA	COX	LAMISER		9/14/1994			Lahser_Donna@cityofgastonia.com	PUBLIC INFORMATION SPECIALIST	Communications & Marketing	Rachel Bagley	Rachel Bagley
	MATTHEW	J	LAMBERT		9/3/1996			matth@cityofgastonia.com	ELECTRIC UTILITY CREW SUPERVISOR	Electric/Electronic Line Maintenance	Joe Albright	Rob Barber
	ZACKARY	JOE	LAMBERT		8/7/2017				GROUND MAINTENANCE WORKER I	Parks & Cultural Svcs/Athletics	Cam Carpenter	Justin Parler
	JAMES	L	LANDIS		6/26/2003			landis_james@cityofgastonia.com	FIRE INSPECTOR I	Fire/Safety	Chief Phil Welch	Kevin Putnam
	NICHOLAS	ANDREW	LANE		12/12/2011			lane_nick@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Kenneth Griffin
	RANDALL	SCOTT	LANE		3/16/2015				AUTOMOTIVE MECHANIC III	Public Works/Equipment Services	Date Denton	Roger Coble
	JOHNNY	WAYNE	LANKLEY		9/16/2005			johnny@townofusilities.com	FACILITIES PLANT MECHANIC III	Water & Sewer/Utilities Maintenance	Joe Albright	Terry King
	BRENT	DWAYNE	LANKFORD		1/29/1991			brankford@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Paul Bomm
	MICHAEL	BRIAN	LARI		3/14/1994			Lari_Mike@cityofgastonia.com	POLICE CAPTAIN	Police/Support Services	Chief Rob Helton	Mike Smith
	CHRISTOPHER	KEITH	LAWSON		6/29/2009				REFUSE COLLECTOR	Solid Waste/Sanitation	Date Denton	Chris Adams
	DAVID	LEONARD	LAWSON		4/12/2001				TREATMENT PLANT OPERATOR II	Water & Sewer/Water Treatment	Joe Albright	Date Cobler
	ANGEL	MILLER	LEAK		7/22/2017				CUSTODIAN	Public Works/Bldg & Grounds	Date Denton	David Truett
	STACY	MITCHELL	LEATHERMAN		4/11/2016				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	ZACHARY	JAMES	LECHETTE		9/14/2015			lechette_zach@cityofgastonia.com	TRAFFIC SERVICES TECHNICIAN I	Public Works/Public Works	Date Denton	JOEY THOMPSON
	ANGELA	KENDRICK	LEDORD		3/22/1993			angela@cityofgastonia.com	METER SERVICE SPECIALIST	Public Works/Equipment Services	Date Denton	Cindy Fomster
	COODY	TYLER	LEDORF		8/27/2018				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owenby
	DUSTIN	BRIAN	LEDORF		2/9/2015				CIVIL ENGINEER I	Development Services/Engineering	Rusty Boat	Jason Wallace
	ROBERT	PAYTON	LEDORF		6/1/2015			dustin@cityofgastonia.com	SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Date Denton	Chris Adams
	THOMAS	XAO	LEE		9/28/2015				LABORATORY TECHNICIAN II	Water & Sewer/Water Treatment	Joe Albright	Stephanie Barnett

Employee number	First Name	Middle Name	Last Name	Age	Orig hire date	Ethnic Code	Gender	Email Address	Title	Home dept description	Department Head	Field Supervisor
	CRAIG	M	LOWRANCE		11/1/2004			lowrance_craig@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Patrick Spiker
	JACK	NMN	LUNGSBAY		12/18/2017				LINE TECHNICIAN I	Electric/Electric Service	Joe Albright	Matt Lambert
	BRENT	R	LUCAS		8/27/1988				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Doug Barker
	DAVID	E.	LUOTO		9/7/1999			luto_david@cityofgastonia.com	AUTOMOTIVE SERVICE ATTENDANT	Police/Support Services	Chief Rob Helton	Paul Smith
	DAVID	LUZ	LUZ		7/27/2015			luz_david@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Scott McClure
	DAVID	R	LUTZ		11/11/1986				LINE TECHNICIAN IV	Electric/Electric Service	Joe Albright	Scott Philips
	DEREK	W	LUTZ		9/11/2015				AUTOMOTIVE MECHANIC II	Public Works/Equipment Services	Dale Denton	Roger Casie
	GARY	CLAUDE	MABRY		2/9/2015			gmabry@cityofgastonia.com	ELECTRIC SYSTEMS/RATE ENGINEER I	Electric/Administration	Joe Albright	Ron Gaff
	ANDREW	S	MACE		3/4/2015				LINE TECHNICIAN IV	Electric/Electric Service	Joe Albright	Scott Philips
	GLEN	E	MACE		4/8/1989			fmace@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Michael St. Thomas
	CHRISTOPHER	DOUGLAS	MACKEY		11/6/2017			cmackey@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Trent Conrad
	BRANDON	M	MALDONADO		11/23/2015			brandonm@cityofgastonia.com	ASSISTANT CREW CHIEF-SOLID WASTE	Solid Waste/Sanitation	Dale Denton	Chris Adams
	DANIEL	CARLOS	MALDONADO		12/25/2015				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Overby
	DARRYL	ALEXANDER	MANLEY		2/25/2002				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Chris Adams
	CHARLES	G	MAPLES		10/18/2010				RANGE LEADER	Police/Support Services	Chief Rob Helton	Paul Smith
	MAUREEN	LAVARNE	MARKS DEW		5/29/2015				BUS DRIVER	Transit/Operations	Vincent Wong	Stephane Barnett
	ALAN	BENARD	MARK OYE		10/10/2005				CREW CHIEF-LPUBLIC WORKS	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Ewert
	JESSICA	GHEAT	MARSHALL		8/29/2011			jessicam@cityofgastonia.com	INFORMATION SYSTEMS ADMINISTRATOR	Technology Services/Applications	Beverly Bieker	Brandon Jackson
	MAX	ZAHN	MARSHALL		8/27/1988				SURVEYING TECHNICIAN II	Development Services/Engineering	Rusty Bost	Chif Johnson
	SHAWN	W	MARTIN		4/5/2004			martin_shawn@cityofgastonia.com	POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Craig Singer
	STEPHEN	J	MASKOL		9/14/1998			stevem@cityofgastonia.com	SOFTWARE DEVELOPER & DATABASE ANALYST	Technology Services/Applications	Beverly Bieker	Ray Kurtag
	JARRETS	RASHAWN	MASON		7/16/2018				CONSTRUCTION WORKER I	Power/Bill/Power Bill	Dale Denton	EDWARD STROUD
	ROBERT	GEORGE	MASON		2/2/2008				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Chris Adams
	CHRISTOPHER	MASSEY	MASSEY		8/20/2009				AUTOMOTIVE MECHANIC III	Police/Support Services	Dale Denton	Scott Philips
	CARLA	MEGAN	MASTRO-SMITH		6/23/2008			mastrc@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Adrienne Walker-Hall
	LEON	TAVARES	MATTHEWS		5/9/2005			matthews_leon@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Matthew Young
	PAUL	MATTOX	MATTOX		4/16/2018			mattox_paul@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Rob Helton	Scott Philips
	SUSAN	CAROL	MAUNEY		4/24/1989			susanm@cityofgastonia.com	ACCOUNT TECHNICIAN	Financial Services/Accounting	Crystal Certain	Wendell Hendrix
	WESLEY	AARON	MAUNEY		5/21/2018				REFUSE COLLECTOR/RESERVE DRIVER	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	JACK	ALAN	MAY		8/25/1990			alam@cityofgastonia.com	CURATOR OF ANTHROPOLOGY/RESEARCH COORDINATOR	Schele Museum/Programs	Ann Tippett	Karl McKinnon
	JAMES	L	MAY II		6/2/2008			jimmym@cityofgastonia.com	CONSTRUCTION INSPECTOR	Development Services/Engineering	Rusty Bost	Joe Bieker
	ANDREW	CARLTON	MCCRIDE		9/5/2017				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Brandon Pressley
	KEITH	C	MCCABE		9/4/2001			McCabe_Keith@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Rodney Adridge
	ELIZABETH	HELI	MCCARTER		1/25/2016				RECREATION CENTER LEADER	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Judy Griffin
	CAMERON	LEE	MCCASLIN		2/6/2017				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Shane Thompson
	ELI	MCCOY	MCCOY		4/14/2004			McCoy_Eli@cityofgastonia.com	ADMINISTRATIVE ASSISTANT I	Fire/Safety	Chief Rob Helton	Bryan Sumner
	DLANDO	JRAY	MCCLEAVE		9/18/2017				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	JESSICA	ANN	MCCLEAVE		3/26/2018				POLICE RECORDS SPECIALIST II	Police/Support Services	Chief Rob Helton	Janet Griffin
	MERRIN	JOHNATHAN	MCCLEAVE		10/10/2005				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	DANIEL	SCOTT	MCCOY		8/26/2008			scottm@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Scott Philips
	DARRYL	A	MCCLEIRE		3/19/1983			darrylm@cityofgastonia.com	RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Andy Stahr
	JUSTIN	FREDERICK	MCCONELL		5/15/2017			fmconnell@cityofgastonia.com	BUSINESS SYSTEMS ANALYST	Technology Services/Applications	Beverly Bieker	Tim Morrow
	DEVIN	MAURICE	MCCORRICK		3/12/2018				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Stefing Hastings
	JANIS	E	MCCORMACK		12/7/2015				POLICE RECORDS SPECIALIST I	Police/Support Services	Chief Rob Helton	Janet Griffin
	JARON	DEMORRIS	MCELHANEY		4/3/2017				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Chris Adams
	ALAN	SHIMBAZ	MCCORRIGG		3/19/2015			alanm@cityofgastonia.com	COMPUTER SUPPORT TECHNICIAN I	Technology Services/Infrastructure	Beverly Bieker	Ken Wright
	CYNTHIA	MCKAY	MCKAY		7/10/1989			mckay_cynthia@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Rob Helton	Harold Welch
	MICHAEL	A	MCKAY		9/22/1997			McKay_Mike@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Synthia Keamey
	KARL	LUTHER	MCKONNIN		7/2/2007			karlm@cityofgastonia.com	ASSISTANT DIRECTOR OF SCHELE MUSEUM	Schele Museum/Administration	Ann Tippett	Ann Tippett
	JANA	COLLEEN	MCKAMIN		4/6/2015				SENIOR PLANNER	Development Services/City Planning	Rusty Bost	Jason Thompson
	HUEY	A	MCMILLAN		6/6/1983			huenym@cityofgastonia.com	TRAFFIC OPERATIONS MANAGER	Public Works/Public Works	Dale Denton	DALE DENTON
	HEIDI	P	MCMILLAN		11/15/1989			heidm@cityofgastonia.com	POLICE SERGEANT	Police/Support Services	Chief Rob Helton	Eric Curtis
	ANNETTE	L	MCMURRAY		3/19/2012			annetemm@cityofgastonia.com	LABORATORY SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	David Shenberger
	FRED	DILLARD	MC MURRAY III		2/19/1996			fredm@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Rodney Adridge
	CHRISTIAN	MICHAEL	MCCNEAL		4/10/2017				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Scott McClure
	THOMAS	BENARD	MCCNEAL		6/14/2013				LAKE ATTENDANT	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Shap Youngblood
	RICHARD	N	MCCREE		9/14/2015			McRee_Richard@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Shante Southern
	JOSHUA	MARVIN	MCCSWAN		1/22/2018				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Aaron Wurster
	DEREK	MIEX	MELTON		12/15/2008			melton_derek@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Scott Philips
	MELISSA	ANNETTE	MELTON		11/8/2010				ADMINISTRATIVE ASSISTANT II	Development Services/Engineering	Rusty Bost	Rusty Bost
	CHRISTIAN	LYNN	MERCER		8/20/2018				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Dale Cobler
	DEBORAH	WYNNE	MERRETH		9/10/2008				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Laura Baggett
	SANDRA	MASON	MERRILL		8/7/2006			smerrill@cityofgastonia.com	HANDBY/CYTA BILLING SPECIALIST II	Water & Sewer/Administration	Joe Albright	Kevin Graves
	MICHAEL	M	MESSENGER		5/27/2006			carriem@cityofgastonia.com	WAREHOUSE TECHNICIAN	Financial Services/Purchasing	Crystal Certain	Jeff Loyd
	BILLY	WAYNE	MESSER		9/13/1993			waynem@cityofgastonia.com	LINE TECHNICIAN IV	Electric/Electric Service	Joe Albright	Scott Philips
	CHRISTOPHER	BOYD	MESSEY		6/29/2018				PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Kevin Graves
	MICHAEL	STEPHEN	MICHAEL		5/26/2015			hmiam@cityofgastonia.com	ELECTRICIAN II	Public Works/Bldg & Grounds	Dale Denton	Mike Rozas
	RYAN	YELINA	MILLER		4/30/2018				BUS DRIVER	Transit/Operations	Vincent Wong	Stephane Barnett
	RAYMOND	JOHN	MILLER JR		5/11/2015				LINE TECHNICIAN IV	Electric/Electric Line Maintenance	Joe Albright	Shane Helm
	DEVEN	LEE	MILLS		9/14/2018				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	TRAVIS	SENTEL	MINTZ		10/1/2007				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Chris Adams
	REBECCA	NMN	MINZ		7/9/2007			beckym@cityofgastonia.com	CASE MANAGEMENT SPECIALIST-CODE ENFORCEMENT	Development Services/Building Support	Rusty Bost	Brian Pratt
	KEVIN	N	MONTEITH		6/19/2006				TREATMENT PLANT OPERATOR III	Water & Sewer/Wastewater Treatment	Joe Albright	Dale Cobler
	JACOB	STEELE	MOODY		10/16/2017				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves
	JOHNNY	CHARLES	MOONEY		11/15/2019			johnny@cityofgastonia.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Stefing Hastings
	JUSTIN	WYNNE	MORIS		9/21/2015				LANDSCAPE TECHNICIAN II	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Ewert
	KATHY	BYRD	MOORE		9/10/2018				CUSTODIAN	Public Works/Bldg & Grounds	Dale Denton	David Truett
	SHALUN	ANTHONY	MOORE		5/12/2007			shaunm@cityofgastonia.com	WAREHOUSE SUPERVISOR	Financial Services/Warehouse	Crystal Certain	Lindsay Howe
	TRENTON	JOHN	MORSE		9/13/2018				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Trent Conrad
	MARVIN	C	MOOSE III		9/3/2016			marvinm@cityofgastonia.com	FACILITIES MAINTENANCE ELECTRICIAN	Water & Sewer/Utilities Maintenance	Joe Albright	Ryan Potocki
	ROBERT	MOORE	MORSE		11/6/2013			Robert_Moore@cityofgastonia.com	POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Scott Philips
	MARK	A	MORGAN		5/18/2015				AUTOMOTIVE MECHANIC III	Public Works/Equipment Services	Dale Denton	Roger Casie
	LESLIE	BALLARD	MORRIS		7/21/2014			lesliem@cityofgastonia.com	OCCUPATIONAL HEALTH NURSE	Human Resources/Human Resources	Judy Smith	Judy Smith
	DENNIS	RYAN	MORRISON		9/22/2014				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Esler
	ROBERT	FRANKLIN	MORROW		3/6/2017			rmorrow@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Michael Carpenter
	TIMOTHY	D	MORROW		11/19/2001			Morrow_Tim@cityofgastonia.com	PUBLIC SAFETY DATABASE ADMINISTRATOR	Technology Services/Applications	Beverly Bieker	
	WILLIAM	CHARLES	MORROW		5/31/2011			williamm@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Stanley Huffstater
	RONALD	MOSE	MORSE		4/10/2017				LAND CROSSING GUARD	Police/Field Services	Chief Phil Welch	Neil Buehler
	JOHN	R	MOSS		5/1/2017				GROUNDS MAINTENANCE WORKER I	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Justin Parker
	JONATHAN	A	MOSS		10/11/2004				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	KASSIE	TAYLOR	MOSS		4/19/2014				PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Jerry Browning
	MICHAEL	W	MOSS		4/30/2018				GROUNDS MAINTENANCE WORKER I	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Justin Parker
	GREGORY	MICHAEL	MOYER		5/2/2016			gregorym@cityofgastonia.com	CIVIL ENGINEER III	Development Services/Engineering	Rusty Bost	Jason Wallace
	CARL	NOL	MUELLER JR		1/26/1991			nmueller_carl@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Eric Curtis
	REBECCA	MORE	MURPHY		2/26/2002			rebeccam@cityofgastonia.com	MUSEUM RECEPTIONIST	Schele Museum/Administration	Ann Tippett	Karl McKinnon
	ANTONIO	MENDEZ	MURPHY		4/10/2017				ASSISTANT RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Darryl McClure
	JAMES	D	MURRAY		10/15/2007				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves
	TIMOTHY	MICHAEL	MURRAY		6/20/2011			tim@m@cityofgastonia.com	MOTOR EQUIPMENT OPERATOR UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	BRANDON	ALDRICH	MYERS		2/22/2014				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power/Bill/Power Bill	Dale Denton	STEVE SHANNON
	DAVID	A	MYERS		11/14/2016			myers_david@cityofgastonia.com	RANGE ATTENDANT	Police/Support Services	Chief Rob Helton	Paul Smith
	ANDREW	ROBERT	NANCE		12/14/2015				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Michael McKay
	TODD	S	NANNY		10/14/2002				TREATMENT PLANT OPERATOR III	Water & Sewer/Wastewater Treatment	Joe Albright	Dale Cobler
	TAREK	E	NAVARRO		7/10/2006			tnavarro@cityofgastonia.com</				

Employee number	First Name	Middle Name	Last Name	Age	Orig hire date	Ethnic Code	Gender	Email Address	Title	Home dept description	Department Head	Field Supervisor
	AJLIO	MARCELINO	PARADES		19/2017			ajlio@cityofgastonia.com	PLANNER	Development Services/Transportation Planning	Rusty Bost	Jason Thompson
	CHRISTOPHER	H	PARHAM		6/6/2011			hparham@cityofgastonia.com	SENIOR PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Justin Parker
	ROBIN	H	PARHAM		8/6/2014			hparham@cityofgastonia.com	ADMINISTRATIVE ASSISTANT I	Parks & Cultural Svcs/Administration	Cam Carpenter	Cam Carpenter
	DAVID	ALAN	PARKER		6/25/2018			alpark@cityofgastonia.com	MUSEUM PROGRAM SPECIALIST	Schiele Museum/Programs	Ann Tippitt	Tony Pasour
	JUSTIN	RAY	PARKER		7/16/2011			rparker@cityofgastonia.com	PARK MAINTENANCE SUPERVISOR	Parks & Cultural Svcs/Athletics	Cam Carpenter	Jerry Browning
	KENNETH	WAYNE	PARKER		4/11/2016			kwpark@cityofgastonia.com	CONSTRUCTION WORKER II	Water & Sewer/Street Maintenance	Dale Denton	EDWARD STROUD
	LAUREN	ALEXIS	PARKER		6/11/2016			lparker@cityofgastonia.com	ASSISTANT RECREATION PROGRAM SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Andy Starr
	STEVEN	NMN	PARKER		6/16/2014			stpark@cityofgastonia.com	METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owenby
	ROBBIN	SHEPHERD	PARKER		10/6/2016			rparker@cityofgastonia.com	CUSTOMER SERVICE REPRESENTATIVE II	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	CYNTHIA	J	PARRSOTT		6/25/2006			cparrs@cityofgastonia.com	MUSEUM RECEPTIONIST	Schiele Museum/Programs	Ann Tippitt	Karl Mackinnon
	ABRAHAM	M	PASOUR		7/6/2001			pasour_ab@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Bron Summey
	TONY	P	PASOUR		5/15/2000			tonyp@cityofgastonia.com	HEAD OF INTERPRETATION	Schiele Museum/Programs	Ann Tippitt	Ann Tippitt
	ANDREW	ELIAS	PAIS		3/14/2011			andrew@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Nancy Caperton
	DAMON	A	PATRIGNELLI		9/10/2018			damon@cityofgastonia.com	METER REPAIR TECHNICIAN	Water & Sewer/Customer Service	Joe Abright	Jackie Hendrick
	JODY	LYNN	PALKU		1/11/2014			jody@cityofgastonia.com	BUS DRIVER	Transit/ADA Paratransit	Vincent Wong	Stephanie Barnett
	CHRISTOPHER	D	PAVNE		11/30/1998			cpavne@cityofgastonia.com	COMPUTER SUPPORT TECHNICIAN III	Technology Services/Infrastructure	Beverly Beaker	Ken Wirtz
	JONATHAN	YODD	PAYTON		8/19/2013			jonath@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Eric Helton
	DAVID	WAYNE	PEACE		3/22/2010			dpeace@cityofgastonia.com	COMMUNICATIONS SYSTEMS ENGINEER	Technology Services/Communications	Beverly Beaker	Paul Hiett
	JUSTIN	T	PEARSON		4/28/2014			justin@workvsnetworks.com	FIELD SUPERVISOR I-SYSTEMS MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Abright	Ron Cook
	MICHAEL	G	PEARSON		2/9/1996			mpearson@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Keneth Griffin
	WILLIAM	M	PEELER		6/7/2004			william@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Paul Smith
	MIRIAM	J	PENN		2/19/2007			miriam@cityofgastonia.com	POLICE RECORDS SPECIALIST III	Police/Support Services	Chief Rob Helton	Janet Griffin
	C	PEOPLES			1/26/2015			chpeopl@cityofgastonia.com	CITY MANAGER	City Manager	Michael Peoples	City Council
	MICHAEL	C	PEOPLES		8/11/2014			mpeopl@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Eric
	RICARDO	J	PERSZ		10/16/2006			rpersz@cityofgastonia.com	MOTOR EQUIPMENT OPERATOR UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Abright	Justin Pearson
	JOHN	CLARK	PETTY		10/16/2006			jperry@cityofgastonia.com	MOTOR EQUIPMENT OPERATOR UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Abright	Justin Pearson
	HUE	THANH	PHAM		10/4/2004			hpham@cityofgastonia.com	SENIOR SOFTWARE DEVELOPER & DATABASE ANALYST	Technology Services/Applications	Beverly Beaker	Jessica Marshall
	BRANDON	DWIGHT	PHILBECK		6/20/2016			brandon@cityofgastonia.com	SYSTEMS MAINTENANCE TECHNICIAN I	Water & Sewer/Utilities Maintenance	Joe Abright	Justin Pearson
	BRANDON	SCOTT	PHILLIPS		6/28/2010			brandon@cityofgastonia.com	LINE TECHNICIAN I	Electric/Electric Line Construction	Joe Abright	Matt Lambert
	CHAD	ADAM	PHILLIPS		7/11/2005			chad@cityofgastonia.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Abright	Justin Pearson
	CHARLES	SCOTT	PHILLIPS		10/24/1994			scott@cityofgastonia.com	ELECTRIC UTILITY OPERATIONS SUPERVISOR	Electric/Electric Service	Joe Abright	Gene Jones
	HUNTER	SETH	PHILLIPS		6/4/2016			hunter@cityofgastonia.com	GROUNDS MAINTENANCE WORKER I	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Jerry Browning
	MATTHEW	PHILIP	PHILLIPS		1/22/2007			matthew@cityofgastonia.com	MANAGEMENT ANALYST	Police/Field Services	Chief Rob Helton	Jessica Marshall
	WESTLEY	ROBERT	PITCHFORD		1/31/2011			westley@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Wilson
	AARON	GUY	PLANTON		14/2016			aaron@cityofgastonia.com	METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owenby
	JAMES	G	PLUMMONS		2/19/2001			jplummo@cityofgastonia.com	LANDSCAPE TECHNICIAN I	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Ewert
	SHELLIE	RENEE	POOLE		1/10/2016			shellie@cityofgastonia.com	LABORATORY TECHNICIAN III	Water & Sewer/Wastewater Treatment	Joe Abright	Annette McManamy
	A	POPOVICH			12/12/2005			popov@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Keith McCabe
	BRIAN	J	POTOCKI		10/8/2001			bpotock@cityofgastonia.com	ASSISTANT DIRECTOR OF PUBLIC UTILITIES	Water & Sewer/Utilities Maintenance	Joe Abright	Joe Abright
	KENNETH	R	POTTER		5/21/2018			kpotter@cityofgastonia.com	ELECTRICIAN I	Water & Sewer/Utilities Maintenance	Joe Abright	Terry King
	PHILLIP	RUSSELL	POTTER		9/5/2017			phillip@cityofgastonia.com	LINE TECHNICIAN I	Electric/Electric Service	Joe Abright	Scott Phillips
	HOLDEN	PHILIP	PRATER		1/11/2016			holden@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Laura Biggestaff
	BRANDON	S	PRESLEY		7/12/2004			brandon@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Kent Foy
	CALIB	LEE	PRICE		8/10/2012			calib@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Chris Wadrop
	DAVIN	HEATH	PRICE		6/23/2014			davin@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Matthew Young
	PAUL	WESLEY	PRIVETT		4/8/1991			pprivett@cityofgastonia.com	COMMUNICATIONS SUPERVISOR	Technology Services/Communications	Beverly Beaker	Beverly Beaker
	BRADLEY	DEAN	PROBST		5/14/2018			bradley@cityofgastonia.com	GROUNDS MAINTENANCE WORKER I	Parks & Cultural Svcs/Athletics	Cam Carpenter	Jerry Browning
	ARNOLD	K	PROBST JR		5/9/2013			arnold@cityofgastonia.com	AUTOMOTIVE MECHANIC III	Transit/Maintenance	Dale Denton	Steve Huss
	ROBERT	E	PROBST JR		5/30/2017			robert@cityofgastonia.com	RIGHT-OF-WAY AGENT	Development Services/Engineering	Rusty Bost	Gary Saine
	BRIAN	L	PRUETT		11/5/2012			bpruett@cityofgastonia.com	BUILDING CODES ADMINISTRATOR	Development Services/Building Support	Rusty Bost	Rusty Bost
	JONATHAN	REID	PRUITT		3/12/2018			jonath@cityofgastonia.com	SENIOR MOTOR EQUIPMENT OPERATOR- SANITATION	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	PAMELA	BROOKS	PRUITT		2/13/2017			pamela@cityofgastonia.com	CUSTOMER SERVICE	Public Works/Bldg & Grounds	Dale Denton	David Truett
	BRANDON	G	PUNNAM		7/7/2014			brandon@cityofgastonia.com	CODE ENFORCEMENT OFFICIAL IV	Development Services/Building Support	Rusty Bost	Brian Pratt
	JASON	K	PUNNAM		11/4/2000			jason@cityofgastonia.com	ZONING OFFICER	Development Services/City Planning	Rusty Bost	Jason Thompson
	KEVIN	A	PUNNAM		2/19/1996			kevin@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Michael Lewis
	RYAN	A	PUNNAM		6/11/2001			ryan@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Craig Singer
	JAMES	FLOYD	QUEEN		3/6/1995			james@cityofgastonia.com	BATTALION CHIEF	Fire/Operations	Chief Phil Welch	Mark Rutherford
	JEFFREY	BRETT	QUEEN		8/21/1995			jeffrey@cityofgastonia.com	BATTALION CHIEF	Fire/Operations	Chief Phil Welch	Mark Rutherford
	JACLYN	ALECA	QUINLEY		1/10/2005			jaclyn@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Scott Hoke
	ROY	ETHAN	QUINN JR		1/17/2017			roy@cityofgastonia.com	GIS ANALYST	Water & Sewer/Utilities Maintenance	Joe Abright	Brian Potocki
	SARA	CATLIN	RAMSEY		4/30/2016			sara@cityofgastonia.com	POLICE RECORDS SPECIALIST I	Police/Support Services	Chief Rob Helton	Janet Griffin
	RYAN	RAMON	RAND		1/5/2008			ryan@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Bryan Heasley
	MATTHEW	ROBERT	RATCHFORD		7/7/2014			matthew@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Brian Atkins
	JOHN	BRENT	RATCHFORD II		2/21/2011			john@cityofgastonia.com	ENGINEERING TECHNICIAN II	Development Services/Engineering	Chief Rob Helton	Rucker Johnson
	STEVEN	DALE	RECTOR JR		7/24/2017			steven@cityofgastonia.com	METER REPAIR TECHNICIAN	Water & Sewer/Customer Service	Joe Abright	Jackie Hendrick
	ALTON	RESE	RECTOR JR		8/19/2001			alton@cityofgastonia.com	SCHOOL CROSSING GUARD	Police/Field Services	Chief Rob Helton	Scott Hoke
	BENJAMIN	W	REESE		6/26/2017			benjamin@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Laura Biggestaff
	JORDAN	W	REESE		7/29/2011			jordan@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	James Brackett
	TERRY	A	REYS		10/17/2016			terry@cityofgastonia.com	ASSISTANT FIRE MARSHAL I	Fire/Operations	Chief Phil Welch	Chris Pratt
	LEZ	MARLENE	REYES		9/25/2006			lez@cityofgastonia.com	PERMIT SPECIALIST	Development Services/Building Support	Rusty Bost	Rusty Bost
	GREGORY	S	REYNOLDS		3/24/2014			gregory@cityofgastonia.com	CREW CHIEF PUBLIC WORKS	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Ewert
	BILLY	JAMES	RHOM		8/8/1988			billy@cityofgastonia.com	ACCOUNTS RECEIVABLE MANAGER	Financial Services/Accounts Receivable	Crystal Certain	Susan Klutz
	JAMES	KONE	RHYNE		4/3/2006			james@cityofgastonia.com	LINE TECHNICIAN IV	Electric/Street Lights	Joe Abright	Scott Phillips
	LINDA	MICHAEL	RHYNE		9/12/2014			linda@cityofgastonia.com	BUILDING CAPTAIN	Schiele Museum/Operations	Ann Tippitt	Mark Ruffell
	MICHAEL	COSTNER	RHYNE		3/20/2014			michael@cityofgastonia.com	AUTOMOTIVE SERVICE ATTENDANT	Transit/Maintenance	Dale Denton	Steve Huss
	DYLAN	MARRELL	RICE		6/6/2016			dylan@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Aaron Wulster
	BENJAMIN	ANDREW	RICARDSON		8/3/2015			benjamin@cityofgastonia.com	LINE TECHNICIAN IV	Electric/Electric Line Maintenance	Joe Abright	Joey Kiser
	CATHERINE	COOK	RICARDSON		6/23/2007			catherine@cityofgastonia.com	BILLING TECHNICIAN I	Financial Services/Accounts Receivable	Crystal Certain	Billy Brown
	TRAVIS	C	RICARDSON		9/12/2001			travis@cityofgastonia.com	ELECTRICAL SUBSTATION TECHNICIAN I	Electric/Substations	Joe Abright	Steve Norris
	LUIS	ENRIQUE	RIVERA		10/9/2006			luis@cityofgastonia.com	MOTOR EQUIPMENT OPERATOR UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Abright	Warehouse (light duty)
	VERONICA	CROSBY	ROBBINS		7/7/2018			veronica@cityofgastonia.com	BUS DRIVER	Transit/ADA Paratransit	Vincent Wong	Stephanie Barnett
	CATHLEEN	LOUISE	ROBERTS		10/15/2014			cathleen@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Development Services/City Planning	Rusty Bost	Jason Thompson
	JEFFREY	S	ROBERTS		8/8/2014			jeffrey@cityofgastonia.com	TREATMENT PLANT OPERATOR III	Water & Sewer/Wastewater Treatment	Joe Abright	Doug Barrer
	BILLY	W	ROBINSON		4/16/1984			billy@cityofgastonia.com	TRAFFIC SERVICES TECHNICIAN II	Public Works/Public Works	Dale Denton	JOEY THOMPSON
	BRANDY	ANDREW	ROBINSON		12/10/1994			brandy@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	John Wadrop
	WILLIAM	K	ROBINSON		5/17/2004			william@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Earl Walters
	ANTHONY	LAZARO	RODRIGUEZ		10/3/2005			anthony@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Michael Huss
	CARY	CHERESHKOFF	RODRIGUEZ		7/11/2016			cary@cityofgastonia.com	CIVIL ENGINEER I	Development Services/Engineering	Rusty Bost	Gary Saine
	LUCAS	ROLAND	RODRIGUEZ		6/19/2011			lucas@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Brian Heasley
	ROBERT	B	ROLLINS		18/2018			robert@cityofgastonia.com	POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Trent Conrad
	STEPHEN	ANDREW	ROLLINS		11/20/2010			stephen@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Thomas Dobb
	BENJAMIN	ROPER	ROPER		5/29/2008			benjamin@cityofgastonia.com	POLICE RECORDS SPECIALIST I	Police/Support Services	Chief Rob Helton	Shane Swann
	ELAINE	GIBSON	ROPER		9/27/1999			elaine@cityofgastonia.com	POLICE RECORDS SPECIALIST III	Police/Support Services	Chief Rob Helton	Janet Griffin
	LOLITA	BROWN	ROSEBORO		6/20/2011			lolita@cityofgastonia.com	GENERAL LEDGER ACCOUNTANT	Financial Services/Accounting	Crystal Certain	Wendell Hendrix
	DOUGLAS	MCGUIRE	ROSS		6/23/2018			douglas@cityofgastonia.com	LANDSCAPE TECHNICIAN I	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Troy White
	TED	HENRY	ROSS		5/21/2005			ted@cityofgastonia.com	RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Andy Starr
	DAVID	JUSTIN	ROWLAND		1/12/2009			david@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Patrick Sulzer
	DAVID	KENNETH	ROWLAND		8/14/1995			david@cityofgastonia.com	ASSISTANT DIVISION MANAGER-WATER TREATMENT/WATER QUALITY	Water & Sewer/Water Treatment	Joe Abright	Ed Cross
	ZACHARY	NOAH	ROWLAND		7/29/2013			zachary@cityofgastonia.com	SURVEYING TECHNICIAN II	Development Services/Engineering	Rusty Bost	Cliff Johnson
	DUSTIN	L	RUDISILL		4							

Employee number	First Name	Middle Name	Last Name	Age	Orig hire date	Ethnic Code	Gender	Email Address	Title	Home dept description	Department Head	Field Supervisor
	JIMMIE	JACK	SHINDLER		8/27/2007			jimmies@cityofgastonia.com	COMMUNICATIONS TECHNICIAN	Technology Services/Communications	Beverly Beaker	Paul Privett
	JEANNE	W	SHUFORD		12/13/1995			jshuford@cityofgastonia.com	TREASURY & GRANTS MANAGER	Financial Services/Revenue Administration	Crystal Certain	Susan Klutz
	GLORIA	DIANE	SHAMATE		11/29/2014			dshamate@cityofgastonia.com	HUMAN RESOURCES CUSTOMER SERVICE REPRESENTATIVE	Human Resources/Human Resources	Judy Smith	Judy Smith
	JOAN	E	SIMMONS		5/20/1996			joans@cityofgastonia.com	CUSTOMER SERVICE REPRESENTATIVE III	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	SUZANNE	SHARPE	SIMMONS		2/2/1985			suzannes@cityofgastonia.com	MUSEUM PROGRAM SPECIALIST	Schiele Museum/Programs	Ann Tippitt	Tony Pincus
	CRAG	EDWARD	SINGER		8/6/2007			csinger@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	David Trent
	MATHEW	BENTON	SINGLETON		12/6/1999			mathews@cityofgastonia.com	FIELD SUPERVISOR I-SYSTEMS MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Ron Cook
	SARA	ELIZABETH	SLAUGHTER		8/25/2017			slaughter.sara@gmail.com	OFFICE ASSISTANT I	Police/Support Services	Chief Rob Helton	Paul Smith
	AARON	MICHAEL	SMITH		5/30/2017			smith.aaron@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Easler
	ADAM	LEE	SMITH		7/23/2018			adam.smith@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Byron Sumner
	DONNA	J	SMITH		8/23/1999			donnam@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Water & Sewer/Water Treatment	Chief Rob Helton	Michael Carpenter
	JAMES	MICHAEL	SMITH		7/3/1995			smith.james@cityofgastonia.com	ASSISTANT POLICE CHIEF	Police/Support Services	Chief Rob Helton	Rob Helton
	JOSHUA	LEE	SMITH		12/6/2010			smith.josh@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Craig Singer
	JUDY	MAY	SMITH		1/3/1989			judy@cityofgastonia.com	DIRECTOR OF HUMAN RESOURCES	Human Resources/Human Resources	Judy Smith	Todd Carpenter
	LLOYD	ASHLEY	SMITH		6/19/1995			ash@cityofgastonia.com	CITY ATTORNEY	City Attorney	Ann Smith	City Council
	PHILIP	H	SMITH		8/19/1999			smith.philip@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	James Bruckner
	PRESTON	DEAN	SMITH		5/30/2017			preston@cityofgastonia.com	BUS DRIVER	Transit/Operations	Vernice Worra	Stephanie Barnett
	TERESA	I	SMITH		7/25/2005			teresas@cityofgastonia.com	CUSTOMER SERVICE SPECIALIST	Solid Waste/Administration	Dale Denton	Lauren Hinely
	THOMAS	WATSON	SMITH III		1/9/2007			thomas@cityofgastonia.com	CONSTRUCTION INSPECTOR	Development Services/Engineering	Rusty Bost	Joe Beaker
	KEVIN	SMITH	SMITH JR		14/10/2010			smith.kevin@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Michael Carpenter
	PAUL	EDWARD	SMITH JR		7/3/1995			Smith.Paul@cityofgastonia.com	POLICE SERGEANT	Police/Support Services	Chief Rob Helton	Michael Smith
	PRINCE	SMITH	SMITH JR		5/26/2015			prince@cityofgastonia.com	WEEKEND OPERATIONS AND SECURITY	Schiele Museum/Operations	Ann Tippitt	Mark Russell
	LYNN	SMITH	SMITH JR		7/26/2014			lynn@cityofgastonia.com	DISPATCHER	Transit/Administration	Vernice Worra	Stephanie Barnett
	DALENE	LYNN	SNYDER		8/16/2010			dalene@cityofgastonia.com	CUSTOMER SERVICE SPECIALIST	Parks & Cultural Svc/Recreation	Judy Smith	Adam Easler
	KURTIS	EDWARD	SNYDER		11/20/2017			snyder.kurtis@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Trent Conrad
	WILLIAM	ARTHUR	SNYDER JR		10/9/2017			wills@cityofgastonia.com	PLANETARIUM ADMINISTRATOR	Schiele Museum/Programs	Ann Tippitt	Tony Pincus
	SHALANTE	SOUTHERN	SNYDER JR		5/30/2006			southern.shalante@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Raid Bradford
	PATRICK	A	SPINKER		4/29/2013			spinker.patrick@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Rodney Adridge
	SCOTT	SPINNA	SPINNA		12/14/2009			spinna.scott@cityofgastonia.com	CREW CHIEF I-PUBLIC WORKS	Public Works/Bldg & Grounds	Dale Denton	Steve Hines
	ALLEN	SCOTT	SPINNA		9/10/2018			allen@cityofgastonia.com	PLANETARIUM PROGRAM PRESENTER	Schiele Museum/Programs	Ann Tippitt	William Snyder
	MICHAEL	S	SPRIGGS		6/21/1999			michael@cityofgastonia.com	TREATMENT PLANT OPERATOR III	Water & Sewer/Water Treatment	Joe Albright	Dale Colter
	MICHAEL	ST	THOMAS		4/8/2009			stthomas@cityofgastonia.com	CAPTAIN	Police/Support Services	Chief Phil Welch	Judy Smith
	ANDREW	J	STARH		12/30/2013			andrew@cityofgastonia.com	ASSISTANT DIRECTOR OF PARKS&CULTURAL SERVICES-RECREATION PROGRAMS	Parks & Cultural Svc/Athletics	Cam Carpenter	Cam Carpenter
	ERIC	K	STAMEY		4/9/2018			eric@cityofgastonia.com	SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Chris Adams
	JIMMY	LEE	STAMEY		8/3/1990			stamey.jimmy@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Eric Howard
	HEATH	GARRETT	STANLEY		9/23/2013			stanley.heath@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Patrick Spiker
	ERIC	GENE	STARLING		9/20/1993			starling.eric@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Kevin Putnam
	DEAN	STARR	STARR		8/26/2009			starr@cityofgastonia.com	CONSTRUCTION WORKER II	CONSTRUCTION	Chief Phil Welch	STEPHANIE BARNETT
	JAMES	R	STELLE		7/28/2008			james@cityofgastonia.com	AUTOMOTIVE MECHANIC III	Transit/Maintenance	Dale Denton	Steve Huss
	RONALD	FRANKLIN	STEELEMAN		4/30/2018			ronald@cityofgastonia.com	LANDSCAPE TECHNICIAN	Electric/Street Lights	Joe Albright	Scott Phillips
	JAMES	L	STEPHENS		11/23/2009			stephens.james@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Paul Smith
	SHANE	D	STEPHENS		8/8/2016			shane@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Tim Barnhill
	ALICE	W	STEWART		10/13/1997			alice@cityofgastonia.com	COMPUTER SYSTEMS ADMINISTRATOR	Technology Services/Infrastructure	Beverly Beaker	Beverly Beaker
	CHARLES	L	STEWART		7/6/2001			charles@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Ken Fay
	ALAN	CLAYTON	STEWART		6/27/2016			stewart.alan@cityofgastonia.com	TECHNOLOGY SERVICES/INFRASTRUCTURE	Technology Services/Infrastructure	Beverly Beaker	Jenny Owens
	ROBERT	CHRISTOPHER	STOWE		2/6/2018			robert@cityofgastonia.com	FIRE MARSHAL	Fire/Life Safety	Chief Phil Welch	William Brown
	COLBY	STRAIN	STRAIN		12/9/2010			colby@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Ashia Warren
	RICHARD	STANBINE	STRANDBINE		10/20/2012			richard@cityofgastonia.com	MUSEUM GUEST SERVICES SPECIALIST	Schiele Museum/Administration	Ann Tippitt	Kate Brinkhoff
	EDWARD	D	STROUD		10/14/2002			edward@cityofgastonia.com	FIELD SUPERVISOR I-PUBLIC WORKS	Power Bldg/Power Bldg	Dale Denton	JIMMY LINDEMAN
	ROBERT	ALLEN	STROUD		10/18/2014			robert@cityofgastonia.com	MUNICIPAL ARBORIST	Parks & Cultural Svc/Maintenance	Cam Carpenter	Trish White
	ELIZABETH	NNN	STROUPE		6/20/2011			elizabeth@cityofgastonia.com	POOL ATTENDANT	Parks & Cultural Svc/Athletics	Cam Carpenter	Janel Taylor
	TODD	ALAN	STROUPE		11/14/2016			todd@cityofgastonia.com	CODE ENFORCEMENT OFFICIAL I	CODE ENFORCEMENT/Building Support Svcs	Rusty Bost	Bray Pratt
	CHASS	ALEXANDER	STURDIS		5/24/2018			chass@cityofgastonia.com	POOL ATTENDANT	Parks & Cultural Svc/Athletics	Cam Carpenter	Janel Taylor
	TRUMAN	STURDIS	STURDIS		6/8/2009			truman@cityofgastonia.com	AMUSEMENT EQUIPMENT OPERATOR	Parks & Cultural Svc/Athletics	Cam Carpenter	Skip Youngblood
	BARRON	E	SUMMEY		12/16/1996			summey.barron@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jeffrey Queen
	JAMES	C	SWAN		11/16/2002			james@cityofgastonia.com	COURIER	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	BOUNDSQUAN	NNN	SYBOUTAN		5/22/2000			syboutan_boundsquan@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Patrick Spiker
	MARK	W	TANI JR		5/14/2018			mark@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Patrick Spiker
	MARGARET	MONTGOMERY	TANZIL		3/16/1998			margaret@cityofgastonia.com	PROJECT ADMINISTRATOR	Development Services/Engineering	Chief Rob Helton	Gary Sane
	JANET	LOUISE	TAYLOR		9/14/1998			janet@cityofgastonia.com	RECREATION MANAGER	Parks & Cultural Svc/Athletics	Cam Carpenter	Andy Starh
	MAURICE	L	TAYLOR III		7/16/2018			maurice@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Michael Smith
	MAURICE	L	TAYLOR JR		7/8/2016			taylor.maurice@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Jonathan Helton
	AARON	J	TELFORD		8/8/2016			aaron@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Tracy Dates
	THOMAS	PAYTON	TENAGREN		4/9/2018			thomas@cityofgastonia.com	GROUNDS MAINTENANCE WORKER I	Parks & Cultural Svc/Recreation	Cam Carpenter	Jerry Bronpog
	BRANDY	NICHOLE	TERRELL		1/30/2017			brandy@cityofgastonia.com	RECREATION CENTER LEADER	Parks & Cultural Svc/Recreation	Cam Carpenter	Tanya Trugdon
	TYLER	SCOTT	TERRY		10/2/2017			tyler@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Easler
	JOHNNY	C	TERRY JR		1/26/2001			johnny@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Kevin Putnam
	BRADFORD	JEREMY	THOMAS		12/1/2017			bradford@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Dustin Russell
	WROBROW	D	THOMAS		8/14/1978			wrobrow@cityofgastonia.com	FIRE CHIEF	Fire/Operations	Chief Phil Welch	Mark Rutherford
	ADAM	CHARLES	THOMPSON		8/19/2017			adam@cityofgastonia.com	LANDSCAPE TECHNICIAN II	Parks & Cultural Svc/Maintenance	Cam Carpenter	Adam Easler
	ANGELA	MOFFITT	THOMPSON		11/20/2017			angela@cityofgastonia.com	HUMAN RESOURCES TECHNICIAN	Human Resources/Human Resources	Judy Smith	Judy Smith
	BRANDI	L	THOMPSON		7/30/2018			brandi@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Trent Conrad
	CHRISTOPHER	S	THOMPSON		10/9/2001			christopher@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Woods Thomas
	ERIC	THOMPSON	THOMPSON		4/24/2000			eric@cityofgastonia.com	DEVELOPMENT DIRECTOR	Development Services/City Planning	Rusty Bost	Bray Pratt
	GREGORY	JUNIOR	THOMPSON		6/27/1992			gregory@cityofgastonia.com	PARK MAINTENANCE SUPERVISOR	Parks & Cultural Svc/Maintenance	Cam Carpenter	Cam Carpenter
	JORDAN	AUSTIN	THOMPSON		3/6/2017			jordan@cityofgastonia.com	LANDSCAPE TECHNICIAN II	Parks & Cultural Svc/Maintenance	Cam Carpenter	Adam Easler
	JOSEPH	C	THOMPSON		11/7/2005			joseph@cityofgastonia.com	SIGNAL SYSTEM SUPERVISOR	Public Works/Public Works	Dale Denton	HUEY MC MILLAN
	MICHAEL	BRANICE	THOMPSON		4/17/2017			michael@cityofgastonia.com	BUSINESS SYSTEMS ANALYST	Technology Services/Applications /Software	Beverly Beaker	Beverly Beaker
	RODNEY	LEE	THOMPSON		9/18/2008			rodney@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Ryan Rankin
	ZACHARY	JANE	THOMPSON		10/31/2016			zachary@cityofgastonia.com	LANDSCAPE TECHNICIAN II	Parks & Cultural Svc/Maintenance	Cam Carpenter	Adam Easler
	CLAYTON	JERRID	THORNBERG		2/6/2017			clayton@cityofgastonia.com	FIRE INSPECTOR I	Fire/Life Safety	Chief Phil Welch	Chris Stowe
	THOMAS	DEVON	TINDAL JR		2/16/2004			thomas@cityofgastonia.com	TREATMENT PLANT OPERATOR II	Water & Sewer/Water Treatment	Joe Albright	Dale Colter
	YERRIA	TRIPPY	TINDAL		12/31/1988			yerria@cityofgastonia.com	SCHIELE MUSEUM MAINTENANCE	Schiele Museum/Administration	Ann Tippitt	Messy Brady
	PETER	E	TITUS		12/14/2013			peter@cityofgastonia.com	SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Chris Adams
	JUSTIN	S	TONEY		9/7/2016			justin@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Mike St. Thomas
	LOURDES	NNN	TORRES		8/14/2017			LOURDES@cityofgastonia.com	FIRE RECORDS SPECIALIST I	Police/Support Services	Chief Rob Helton	Janet Griffin
	TAMOTHY	BURFORD	TRANKS JR		3/7/2016			tamothy@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Haroni Fairbanks
	DAVID	TRAMMELL	TRAMMELL JR		10/11/1999			david@cityofgastonia.com	SCHOOL CROSSING GUARD	Police/Field Services	Chief Rob Helton	Raid Bradford
	NANCY	ADAMS	TRAWICK		7/18/1994			nancy@cityofgastonia.com	PAYROLL SPECIALIST	Financial Services/Accounting	Crystal Certain	Wendell Hendrix
	TANYA	R	TRIGG		11/10/2007			tanya@cityofgastonia.com	RECREATION CENTER SUPERVISOR	Parks & Cultural Svc/Recreation	Cam Carpenter	Andy Starh
	DAVID	H	TRUETT JR		6/6/1990			david@cityofgastonia.com	CUSTODIAL FIELD SUPERVISOR	Public Works/Bldg & Grounds	Dale Denton	Stephen Weber
	GREGORY	O'NEIL	TUCKER		1/7/2013			tucker_gregory@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Laura Biggerstaff
	EDWARD	D	TURAS		5/11/1998			edward@cityofgastonia.com	POLICE CAPTAIN	Police/Support Services	Chief Rob Helton	Mike Smith
	WILE	WHITENER	TURAS		9/10/2018			wile@cityofgastonia.com	CUSTODIAN	Public Works/Bldg & Grounds	Dale Denton	Dale Denton
	JAMES	S	TURNER		1/9/2006			turner@cityofgastonia.com	FIREFIGHTER-CERTIFIED II	Fire/Operations	Chief Phil Welch	Mike Huss
	ROBERT	ERNEST	TURNER JR		6/10/2013			robert@cityofgastonia.com	METER REPAIR TECHNICIAN	Water & Sewer/Customer Service	Joe Albright	Jackie Handrick
	TYLER	MATTHEW	TURPIN		7/20/2018			tyler@cityofgastonia.com	SYSTEMS MAINTENANCE TECHNICIAN I	Water & Sewer/Utilities Maintenance	Joe Albright	Becky Jennings
	VANESSA	ANN	VALERIO		7/30/2018			vanessa@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Trent Conrad
	PATTY	L	VANANTWERP		9/13/2010			patty@cityofgastonia.com	SCHOOL CROSSING GUARD	Police/Field Services	Chief Rob Helton	

Employee number	First Name	Middle Name	Last Name	Age	Orig hire date	Ethnic Code	Gender	Email Address	Title	Home dept description	Department Head	Field Supervisor
	NANCY	B	WELCH		11/20/2013			nancyw@cityofgastonia.com	CASE MANAGEMENT SPECIALIST/HOUSING & NEIGHBORHOODS	Community Development	Vincent Wong	Vincent Wong
	STEPHANIE	L	LEFEVRES		11/5/2007			welch_stephanie@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Police/Support Services	Chief Rob Helton	Eric Higgins
	STEPHEN	C	WELCH		10/23/2000			welch_chad@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Randy Gantt
	PHILLIP	B	WELCH JR		3/16/2009			welch_phil@cityofgastonia.com	FIRE CHIEF	Fire/Administration	Chief Phil Welch	Todd Carpenter
	JAMIE	S	WEYANT		10/22/2001			weyant_jamie@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Shane Thompson
	CHRISTEN	NICOLE	WHEELER		12/26/2017				ADMINISTRATIVE ASSISTANT II	Development Services/Transportation Resources		Rusty Boss
	JONATHAN	CHARLES	WHISNANT		4/29/2013				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Wilson
	JUSTIN	EDWIN	WHISNANT		8/2/2017				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Paul Bowen
	STEPHEN	CALEB	WHISNANT		9/18/2017				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Scott McClure
	LAFANYA	S	WHITE		7/6/2001			white_lafanya@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Brandon Workman
	MICHAEL	JUSTIN	WHITE		6/10/2008			white_justin@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Synthia Keamey
	RYAN	JORDAN	WHITE		5/3/2010			white_ryan@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Matthew Young
	HAROLD	LEWIS	WHITE III		2/5/2007			trippw@cityofgastonia.com	ASSISTANT DIRECTOR OF PARKS & CULTURAL SERVICES/FACILITIES	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Cam Carpenter
	MARIO	J	WHITE JR		7/25/2005			white_mario@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Ashon Brown
	ROBERT	DEREK	WHITESIDES		4/20/2015				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Chris Adams
	DAVID	M	WHITLOCK		3/29/1999			whitlock_david@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Heath McMullan
	CARMELITHA	YVONTEE	WHITLOCK-ALMOND		1/19/2016			Whitlock-Almond_Carmelitha@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Eric Nelson
	ERIC	S	WIGGINS		6/22/1998			wiggins_eric@cityofgastonia.com	POLICE SERGEANT	Police/Administration	Chief Rob Helton	Rob Helton
	BLAKE	EDWARDS	WILKEY		5/30/2017			wilkey_blake@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Stanley Hufferster
	ALEXIS	BRANNIA	WILLIAMS		1/6/2018				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Trent Conrad
	DAWN	R	WILLIAMS		5/26/2015				CUSTODIAN	Public Works/Bldg & Grounds	Dale Denton	David Truett
	FREDERICK	A	WILLIAMS		8/2/2010			williams_fre@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Randy Gantt
	HOWIE	B	WILLIAMS		10/22/2001			burnsmw@cityofgastonia.com	REVENUE SECURITY TECHNICIAN	Financial Services/Accounts Receivable	Crystal Certain	Billy Rhom
	JESSICA	L	WILLIAMS		7/26/2017			jessicaw@cityofgastonia.com	BUDGET ANALYST	Financial Services/Budget	Crystal Certain	Crystal Falls
	RAYNOR	HOUSTON	WILLIAMS		3/12/2012				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	William Fontenberry
	DANIEL	JACOB	WILLIS		1/29/2018				CONSTRUCTION WORKER II	Water & Sewer/Street Maintenance	Dale Denton	EDWARD STROUD
	MATTHEW	S	WILLIS		11/17/2003			willis_matt@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Eric Howard
	ADAM	LEE	WILSON		1/12/2009			wilson_adam@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Trent Conrad
	JOHN	B	WILSON		7/21/1997			wilson_barry@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jody Blanton
	DONALD	EVAN	WISE		12/18/2006				RECREATION RANGE ATTENDANT	Parks & Cultural Svcs/Recreation	Cam Carpenter	Skip Youngblood
	GARY	LEN	WITHERS II		6/20/2005			wITHERS_len@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Tracy Oates
	GARL	M	WITHERS III		11/10/1997			wITHERS_garl@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jimmy Oates
	VINCENT	CHARLES	WONG		12/10/2008			vincente@cityofgastonia.com	DIRECTOR OF COMMUNITY SERVICES	Community Services/Housing & Neighborhoods	Vincent Wong	Melody Braddy
	JOSHUA	DEREK	WOOD		7/15/2013			wood_josh@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Kevin Putnam
	WESLEY	CLAY	WOOD		7/5/2016				LAKE ATTENDANT	Parks & Cultural Svcs/Recreation	Cam Carpenter	Skip Youngblood
	ERIC	S	WOODS JR		11/17/2003			woods_eric@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Doua Carpenter
	CYNTHIA	R	WOODLUMS		2/8/1992			reneaw@cityofgastonia.com	DELINQUENT ACCOUNTS SPECIALIST	Financial Services/Accounts Receivable	Crystal Certain	Billy Rhom
	TERRY	B	WORKMAN		3/2/2009			workman_branon@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Synthia Keamey
	JAMES	A	WORLEY		2/3/2014			jamesw@cityofgastonia.com	UTILITY LOCATOR	Electrical/Electronic Service	Joe Abbott	Shirley Helm
	KENNETH	H	WRIGHT		11/30/1998			kenw@cityofgastonia.com	CLIENT SERVICES MANAGER	Technology Services/Infrastructure	Beverly Beaker	Beverly Beaker
	MARK	L	WRIGHT		7/15/2002			wright_mark@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Kenneth Griffin
	AARON	R	WURSTER		7/12/1999			Wurster_Aaron@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Rodney Adridge
	JESSE	PAUL	YAGER		7/22/2015			YAGER_JESSE@CITYOF-GASTONIA.COM	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Chris Waldrop
	PAUL	A	YAGER		8/29/2016				RANGE ATTENDANT	Police/Support Services	Chief Rob Helton	Paul Smith
	TOU	P	YANG		3/30/2015			yang_toupha@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Jonathan Hallman
	MATTHEW	L	YOUNG		7/15/2002			young_matt@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jeffrey Oates
	DEWITT	NMN	YOUNGBLOOD		2/19/2007			skjwy@cityofgastonia.com	RECREATION MANAGER	Parks & Cultural Svcs/Athletics	Cam Carpenter	Andy Stahr

Employee	Employee Number
Bradshaw, Coy Thomas	████
Brown Jr., Charles Lewis	████
Dunlap, Laura B.	████
Elliott, Annette V.	████
Forrester, Wanda M.	████
Guzauskas, Jeffrey J.	████
Norton, Sandra F.	████
Reese, Alton R.	████
Roberts, Cathleen Louise	████
Searfoss, Victor Harold	████
Sherrill, Florence C.	████
Stewart, Whitesides Clanton	████
Trammell Jr., Owen L.	████
Wise, Donald Evan	████

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: Follow Up
Date: Tuesday, August 28, 2018 9:17:26 AM
Attachments: [image001.png](#)

Leisha,

Please see my comments below.

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Thursday, August 23, 2018 5:26 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Follow Up

Actually, Bev raised the respect/trust questions, I need to ask Crystal about the morale question.

From: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Date: Thursday, August 23, 2018 at 5:21 PM
To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Subject: Re: Follow Up

Hi, Todd. These are great questions and suggestions, below are my responses. I would love to talk to Crystal to see what she's trying to get at with the employee trust and respect. Also need clarification on her morale comment. That way I'll know what to pull off the shelf. OK to reach out to her? Or maybe you could share the context. I'm confident we can get at what she's looking for, and have some ideas, but want to make sure. .

- Truncation on the right on several pages (1, 2, 6, ...) **Will look at this and have our Qualtrics expert check. I suspect this may be due to viewing in preview mode. This should disappear when we pretest.**
- Communications – When I provide my opinion on workplace issues, upper management provides a response.
Recommending: When I provide my opinion on workplace issues to upper management, I receive a response.
Great suggestion. This was a Town of Chapel Hill addition, and you've made it clearer.
- Supervisory Practices in Your Dept –
 - o Add -> something about the supervisor providing guidance on the job that is expected. Added **"Explains what results are expected for a task or assignment"**, which is one of the tested items for this scale.

- Other:

o Add: Do you feel connected to your coworkers? **Connected in what way? This will help me know what you are looking for. [Carpenter, Todd] Trying to determine if cohesiveness or team experience exists even though an individual might not respect or get along with supervisor, but that being said what can we really do with the results of this questions.**

o Add: Do you feel that coworkers respect each other? Background will help. [Carpenter, Todd] Along the same lines as the one above. Again the thought here is that even though you may not get along with you super your coworkers and the team environment make you work experience good. Thinking through this I'm not sure that I want either one of these questions included unless we can determine how the results would be actionable.

Communications-2nd Section

-We clearly break apart the supervisory levels in the 1st section, but lump everyone together under "upper" management in the second section. Would we rather it be more specific?

"I have opportunities to provide my opinion to 'my immediate supervisor' or 'my department head' on workplace issues." **We have questions that get at whether supervisors elicit opinions. Do you want to make this about department heads? This was a Chapel Hill question that we can tweak. [Carpenter, Todd] No not just department heads. The thought here was to find out if employees feel like they have opportunities to provide their opinion to their DH in addition to their Super.**

Structure and Decision Making in Your Department-1st Section

-"I must check with my supervisor before I do almost anything." Should we include "immediate" in that sentence? Do we want to be more specific or leave it vague or all inclusive. **Is there a chance that the immediate supervisor is not bottlenecking things? If not, inclusive might be better. [Carpenter, Todd] No please leave this question as is.**

2nd Section

-**I totally don't like this section.** I feel as if every one of the statements are expressed negatively. Maybe that was the intent, not sure, but I am not a fan.

-The question itself needs to change. My suggestion—"When it comes to expressing your opinions, how often do you do the following?"

-Why should the questions not read, I feel as if my opinion counts and/or my supervisor is open to listening to my opinion and/or I feel as if my opinion is heard?

So this section seeks to get at a particular behavior, employee silence. The rephrasing above is more employee voice, which is different. These are repeat questions that have been designed with silence in mind. Silence tends to be a problem in that more employees are silent than one might think. However, most employees are not silent. The direction of the scale does not encourage negative responses. [Carpenter, Todd] Leisha you and I have already talked through the negative phrasing and I understand. Leave the section as is.

Supervisory Practices in Your Department

-There are many levels of supervisors in some areas of departments. For example, the meter readers report to Scott, who reports to Billy, who reports to Susan, who then reports to me. How do we clearly get responses for the various levels of “supervising”? Do we need to be more specific and include “all” or “immediate” into these questions? (I know I keep repeating the same question, but it keeps coming up.)

It’s challenging to get survey items to work at this granular of a level. In the case of organizational surveys, we are less interested in identifying which supervisors cause the problem, but what the supervisory issue is so that it can be addressed at the department level. [Carpenter, Todd] Understood. Thanks.

Trust

-Thinking about trust between you and higher ups... Not sure I like the verbiage choice, but I am having a difficult time determining what is more suitable.

-Overall,-The first one has a comma, the second two don’t. (Sorry, had to mention that one. There are LOTS of punctuation errors...Did I mention I am having a hard time not bringing them up???)

The extra comma in the first trust measure has been removed. We’ll be doing careful proofing before pretesting. [Carpenter, Todd] As you can tell Crystal is a stickler for punctuation. Sorry!

Your Morale

-Very last comment of the section. “When someone praises...” Would we like to include the negative side as well, or just gain the negative side by the response to the positive side? In all reality, we are a government and most comments are not positive. I wonder if they take the negative comments as personal or if they deflect the negativity towards management and Council, meaning they take ownership of the positive, but not the negative.

I’m not sure what this comment is getting at, would like to know more. [Carpenter, Todd] I talked with Crystal yesterday. Please just disregard these comments.

Diversity in the Workplace

-Add good to “old boys”. **Done.**

Overall, I think it is a good survey or it will be when the margins and punctuation problems are corrected J.

We will correct punctuation; the margins may be due to you viewing this in preview mode, we will check.

How many characters will be allowed in the comment sections? If anyone wants to fully express themselves in the comment section, I would like for us to provide them with as much space as possible. I am not sure if it is possible, but making them feel as if their comments matter, that we are listening, is important. I want people to feel as if they count. I believe people have felt dismissed for a long time and trying to finding a way for them to take ownership in their work and the City as a whole, is very important. Understandably, we are all here to do a job and there is always work to be

done, but unity would make us a greater place to work and the intrinsic needs would be greater satisfied.

The comments provide lots of room. And some employees will take the opportunity.

Do we every do Management Team Building exercises? **I think this may be not related to the survey. [Carpenter, Todd]** It's not.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>

Date: Thursday, August 23, 2018 at 2:36 PM

To: Leisha DeHart-Davis <ldehart@sog.unc.edu>

Subject: RE: Follow Up

Leisha,

It's been a crazy week. I apologize for not getting back to you sooner. I'm checking on the 27th.

Can you please look at the attached and address some of their questions. I had asked a couple of department heads to review the survey questions and offer comment. I believe you and I have already discussed some of their concerns.

Thanks,

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]

Sent: Monday, August 20, 2018 2:59 PM

To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>

Subject: Re: Follow Up

Can we receive the employee list by Monday, August 27th? I have the research team lined up to get the survey ready and pre-test that week. Who within the City do you want us to pre-test the survey with? They won't take the survey, but rather read the invite and click through the survey to make sure it all looks good.

From: Leisha DeHart-Davis <ldehart@sog.unc.edu>

Date: Tuesday, August 14, 2018 at 4:17 PM

To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>

Subject: Follow Up

Hi, Todd. Please find below four items: a link to Preview Mode for the revised Gastonia survey (also attached in pdf form); the draft pay system question; information about the employee list items

needed; a template manager email that should go out the week prior to survey launch; and a sample survey reminder from Roger Stancil, Chapel Hill town manager. Doing a reminder is optional, I just wanted you to see the language that Roger used to convey his sentiments. Please let me know if I've missed anything!

[City of Gastonia Employee Survey-Preview Mode](#)

How much do you agree or disagree that the following words describe the City of Gastonia's system for paying employees?

	Strongly Agree	Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Disagree	Strongly Disagree
Easy to Understand	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consistently Applied	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Employee List

- • **First Name**
- • **Last Name**
- • **Gender**
- • **Race/Ethnicity**
- • **Age**
- • **Year of Employment**
- • **Email**
- • **Title**
- • **Department**
- • **Their Supervisor**

LGWI Template: City/County Manager Email to Employees

You will be receiving an invitation next week to participate in the Local Government Workplaces Project Employee Survey, conducted by the School of Government at UNC Chapel Hill. The City of Gastonia is participating in the survey project to learn about how employees think and feel about working here and how our workplaces can be improved.

This is an important opportunity for myself and other senior managers to hear your thoughts and opinions on the City of Gastonia workplace. I hope you will take advantage and participate.

A few important things to note about this survey:

** Your participation is completely voluntary;

** You will be invited to participate directly in the survey by Leisha DeHart-Davis, Professor of Public

Administration and Government at UNC-Chapel Hill;

**Your survey responses go straight to the UNC School of Government;

** You will not be identified in any research results. The UNC research team will report the results to us in three ways: how employees as a whole respond to each survey question (e.g., 25% strongly agree vs. 35% strongly disagree); as averages by department; and in comments provided to us in anonymous format.

**The UNC research team will review comments to ensure their anonymity before sharing them with City/County/Town;

** You can participate during work hours;

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Finally, our results will be benchmarked against the results of other participating local governments so that we can identify our strengths and opportunities for improvement.

If you have any questions about why the City of Gastonia is participating, or what we will do with the results, please contact Deputy County Manager Todd Carpenter and he will be happy to answer your questions. If you have questions about the study itself, contact Professor DeHart-Davis at ldd@unc.edu. If you have questions about your rights as a research participant, contact the UNC Institutional Review Board at 919-966-3113 or IRB_subjects@unc.edu and reference study number [17-1930](#).

Sample Reminder from Roger Stancil about Employee Survey

All Town Employees:

I realize that at the Town of Chapel Hill, we survey employees. A lot. Because we want to know what you think about the Town: what we do well and what we could do better to value you – our most important resource.

Recently, you were sent you an employee engagement survey from the UNC School of Government. If you have already completed the survey, we thank you. This is incredibly important data that helps us know how the Town can be improved, being a place where you want to work!

If you have not yet completed the survey, I hope you will do so this week. You have repeatedly said you want clarity, consistency and equity. We take your feedback seriously and have heard what you have said in past surveys, and with that information we have worked to develop supports, resources and processes that help you be the best you can be, do your jobs the best you can be, and to work together build a community where people thrive because we proudly serve this community. From

what we have learned from you in past surveys and other engagements we created our Ombuds office, rewrote our personnel ordinance to be clearer, more consistent and equitable, developed separate and streamlined grievance and conflict resolution processes, and are working towards employment engagement in decision-making and professional development of all employees.

Because the survey is such an important initiative for the Town, yielding essential information for developing and valuing employees, we are striving to get to a 60 percent response rate. We are currently at a 51 percent, which is only 63 employees away!

For those employees who have completed the survey by this Thursday, February 22nd, you will be entered into a drawing for 16 tickets to next Tuesday's (Feb. 27) basketball game with Miami. Further, we are randomly selecting employees from departments with over a sixty percent response rate for the following items:

- A basketball signed by the UNC team;
- Block of tickets for a UNC Baseball game for employees and family members;
- (a prize from the manager's office: lunch, town items, movie tickets ...?)

Please know that I personally value your opinion and hope you will take this opportunity to make your voice known.

Sincerely,

Roger

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: Follow Up
Date: Thursday, August 23, 2018 2:36:34 PM
Attachments: [image001.png](#)
[RE Confidential - Your Thoughts are Requested.msg](#)
[RE Confidential - Your Thoughts are Requested.msg](#)

Leisha,

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From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, August 20, 2018 2:59 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Follow Up

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Effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Employee List

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- • **Race/Ethnicity**
- • **Age**
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Sincerely,

Roger

From: [Bieker, Beverly](#)
To: [Carpenter, Todd](#)
Subject: RE: Confidential - Your Thoughts are Requested
Date: Monday, August 20, 2018 4:41:11 PM
Sensitivity: Confidential

Todd,

Here are my thoughts.

- Truncation on the right on several pages (1, 2, 6, ...)
- Communications – When I provide my opinion on workplace issues, upper management provides a response.
 - o Recommending: When I provide my opinion on workplace issues to upper management, I receive a response.
- Supervisory Practices in Your Dept –
 - o Add -> something about the supervisor providing guidance on the job that is expected.
- Other:
 - o Add: Do you feel connected to your coworkers?
 - o Add: Do you feel that coworkers respect each other?

Let me know if you have any questions.

Bev

From: Carpenter, Todd
Sent: Friday, August 17, 2018 9:09 AM
To: Bieker, Beverly <bevb@cityofgastonia.com>
Subject: Confidential - Your Thoughts are Requested
Sensitivity: Confidential

Bev,

Could you please run through this survey and then let me know what you think. No need to take it, just read it. Including the privacy statement.

Thanks. I would really like to know your thoughts.

Todd

From: [Certain, Crystal](#)
To: [Carpenter, Todd](#)
Subject: RE: Confidential - Your Thoughts are Requested
Date: Friday, August 17, 2018 10:34:44 AM

I have read it twice and have a few comments.

First, I can't get past the margins and punctuation errors...they are making it hard for me to concentrate. ☺ Realizing that this will be an electronic survey prevents me from telling you about all of that.

Communications-2nd Section

-We clearly break apart the supervisory levels in the 1st section, but lump everyone together under "upper" management in the second section. Would we rather it be more specific? "I have opportunities to provide my opinion to 'my immediate supervisor' or 'my department head' on workplace issues."

Structure and Decision Making in Your Department-1st Section

-“I must check with my supervisor before I do almost anything.” Should we include “immediate” in that sentence? Do we want to be more specific or leave it vague or all inclusive.

2nd Section

-I totally don't like this section. I feel as if every one of the statements are expressed negatively. Maybe that was the intent, not sure, but I am not a fan.

-The question itself needs to change. My suggestion—“When it comes to expressing your opinions, how often do you do the following?”

-Why should the questions not read, I feel as if my opinion counts and/or my supervisor is open to listening to my opinion and/or I feel as if my opinion is heard?

Supervisory Practices in Your Department

-There are many levels of supervisors in some areas of departments. For example, the meter readers report to Scott, who reports to Billy, who reports to Susan, who then reports to me. How do we clearly get responses for the various levels of “supervising”? Do we need to be more specific and include “all” or “immediate” into these questions? (I know I keep repeating the same question, but it keeps coming up.)

Trust

-Thinking about trust between you and higher ups... Not sure I like the verbiage choice, but I am having a difficult time determining what is more suitable.

-Overall,-The first one has a comma, the second two don't. (Sorry, had to mention that one. There are LOTS of punctuation errors...Did I mention I am having a hard time not bringing them up???)

Your Morale

-Very last comment of the section. “When someone praises...” Would we like to include the negative side as well, or just gain the negative side by the response to the positive side? In all reality, we are a

government and most comments are not positive. I wonder if they take the negative comments as personal or if they deflect the negativity towards management and Council, meaning they take ownership of the positive, but not the negative.

Diversity in the Workplace

-Add good to "old boys".

Overall, I think it is a good survey or it will be when the margins and punctuation problems are corrected 😊.

How many characters will be allowed in the comment sections? If anyone wants to fully express themselves in the comment section, I would like for us to provide them with as much space as possible. I am not sure if it is possible, but making them feel as if their comments matter, that we are listening, is important. I want people to feel as if they count. I believe people have felt dismissed for a long time and trying to finding a way for them to take ownership in their work and the City as a whole, is very important. Understandably, we are all here to do a job and there is always work to be done, but unity would make us a greater place to work and the intrinsic needs would be greater satisfied.

Do we every do Management Team Building exercises?

I will be glad to discuss the survey further or review specific areas, if needed.

Thanks for trusting my opinion.

Crystal Certain, MBA, NCLGFO

Director of Financial Services

City of Gastonia

704-866-6800

From: Carpenter, Todd
Sent: Friday, August 17, 2018 9:09 AM
To: Certain, Crystal <CrystalC@cityofgastonia.com>
Subject: Confidential - Your Thoughts are Requested

Crystal,

Could you please run through this survey and then let me know what you think. No need to take it, just read it. Including the privacy statement.

Thanks. I would really like to know your thoughts.

Todd

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: Follow Up
Date: Friday, August 17, 2018 9:14:06 AM
Attachments: [image001.png](#)

Sounds Good. I'm working on the date pull now. We get it formatted and prepared, run it a couple of weeks from now, keep it up to date, and then be ready to send it to you when requested.

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Friday, August 17, 2018 9:08 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Follow Up

They did, and we randomly selected employees from departments with high participation. I would suggest we take that statement out, the confidentiality piece is what's crucial.

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From: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Sent: Friday, August 17, 2018 9:04 AM
To: Davis, Leisha DeHart
Subject: RE: Follow Up

I noticed that Chapel Hill offered incentives?

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Friday, August 17, 2018 9:02 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Follow Up

Hmmmm. Let me think on that. Will be back shortly.

Get [Outlook for iOS](#)

From: Carpenter, Todd <vtcarpenter@cityofgastonia.com>

Sent: Friday, August 17, 2018 8:56 AM

To: Davis, Leisha DeHart

Subject: RE: Follow Up

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Sent: Friday, August 17, 2018 8:54 AM

To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>

Subject: Re: Follow Up

That makes sense. Field supervisors are the ones who do performance evals?

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From: Carpenter, Todd <vtcarpenter@cityofgastonia.com>

Sent: Friday, August 17, 2018 8:41 AM

To: Davis, Leisha DeHart

Subject: RE: Follow Up

Leisha,

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Thoughts?

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]

Sent: Tuesday, August 14, 2018 4:16 PM

To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>

Subject: Follow Up

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Consistently Applied	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Finally, our results will be benchmarked against the results of other participating local governments so that we can identify our strengths and opportunities for improvement.

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- (a prize from the manager's office: lunch, town items, movie tickets ...?)

Please know that I personally value your opinion and hope you will take this opportunity to make your voice known.

Sincerely,

Roger

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: Follow Up
Date: Friday, August 17, 2018 9:03:07 AM
Attachments: [image001.png](#)

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Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Friday, August 17, 2018 9:02 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Follow Up

Hmmmm. Let me think on that. Will be back shortly.

Get [Outlook for iOS](#)

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Sent: Friday, August 17, 2018 8:56 AM
To: Davis, Leisha DeHart
Subject: RE: Follow Up

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Sent: Friday, August 17, 2018 8:54 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Follow Up

That makes sense. Field supervisors are the ones who do performance evals?

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From: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Sent: Friday, August 17, 2018 8:41 AM

To: Davis, Leisha DeHart
Subject: RE: Follow Up

Leisha,

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Fair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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- • **First Name**
- • **Last Name**
- • **Gender**
- • **Race/Ethnicity**
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Sincerely,

Roger

From: [Carpenter, Todd](#)
To: "[Davis, Leisha DeHart](#)"
Subject: RE: Follow Up
Date: Friday, August 17, 2018 8:56:49 AM
Attachments: [image001.png](#)

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Todd

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Sent: Friday, August 17, 2018 8:54 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Follow Up

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From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: Follow Up
Date: Friday, August 17, 2018 8:41:36 AM
Attachments: [image001.png](#)

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Effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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A few important things to note about this survey:

- ** Your participation is completely voluntary;
- ** You will be invited to participate directly in the survey by Leisha DeHart-Davis, Professor of Public Administration and Government at UNC-Chapel Hill;
- **Your survey responses go straight to the UNC School of Government;
- ** You will not be identified in any research results. The UNC research team will report the results to us in three ways: how employees as a whole respond to each survey question (e.g., 25% strongly agree vs. 35% strongly disagree); as averages by department; and in comments provided to us in anonymous format.
- **The UNC research team will review comments to ensure their anonymity before sharing them with City/County/Town;
- ** You can participate during work hours;
- ** The UNC School of Government will not share with us who has participated.

Finally, our results will be benchmarked against the results of other participating local governments so that we can identify our strengths and opportunities for improvement.

If you have any questions about why the City of Gastonia is participating, or what we will do with the results, please contact Deputy County Manager Todd Carpenter and he will be happy to answer your questions. If you have questions about the study itself, contact Professor DeHart-Davis at ldd@unc.edu. If you have questions about your rights as a research participant, contact the UNC

Institutional Review Board at 919-966-3113 or IRB_subjects@unc.edu and reference study number [17-1930](#).

Sample Reminder from Roger Stancil about Employee Survey

All Town Employees:

I realize that at the Town of Chapel Hill, we survey employees. A lot. Because we want to know what you think about the Town: what we do well and what we could do better to value you – our most important resource.

Recently, you were sent you an employee engagement survey from the UNC School of Government. If you have already completed the survey, we thank you. This is incredibly important data that helps us know how the Town can be improved, being a place where you want to work!

If you have not yet completed the survey, I hope you will do so this week. You have repeatedly said you want clarity, consistency and equity. We take your feedback seriously and have heard what you have said in past surveys, and with that information we have worked to develop supports, resources and processes that help you be the best you can be, do your jobs the best you can be, and to work together build a community where people thrive because we proudly serve this community. From what we have learned from you in past surveys and other engagements we created our Ombuds office, rewrote our personnel ordinance to be clearer, more consistent and equitable, developed separate and streamlined grievance and conflict resolution processes, and are working towards employment engagement in decision-making and professional development of all employees.

Because the survey is such an important initiative for the Town, yielding essential information for developing and valuing employees, we are striving to get to a 60 percent response rate. We are currently at a 51 percent, which is only 63 employees away!

For those employees who have completed the survey by this Thursday, February 22nd, you will be entered into a drawing for 16 tickets to next Tuesday's (Feb. 27) basketball game with Miami. Further, we are randomly selecting employees from departments with over a sixty percent response rate for the following items:

- A basketball signed by the UNC team;
- Block of tickets for a UNC Baseball game for employees and family members;
- (a prize from the manager's office: lunch, town items, movie tickets ...?)

Please know that I personally value your opinion and hope you will take this opportunity to make your voice known.

Sincerely,

Roger

From: [Carpenter, Todd](#)
To: [Davis, Leisha DeHart](#)
Subject: Re: City of Gastonia Employee Survey
Date: Monday, July 09, 2018 2:11:11 PM

Thank you

Sent from the road

----- Original message -----

From: "Davis, Leisha DeHart" <ldehart@sog.unc.edu>
Date: 7/9/18 2:08 PM (GMT-05:00)
To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey

Sure! Will call you then.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Monday, July 9, 2018 at 2:05 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: City of Gastonia Employee Survey

I don't have a camera. My number is below. Any chance we could push this to 3:30?

Todd Carpenter

Deputy City Manager, City of Gastonia NC
Phone:704-866-6860 Cell:704-214-9028

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, July 09, 2018 1:55 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: City of Gastonia Employee Survey

Todd, here is a ppt for today's call (keeps me focused).

If you have a camera on your computer, we can video conference; if not, let me know what number to call you at.

Look forward to talking to you at 3:00 pm!

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Thursday, June 28, 2018 at 3:23 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: Accepted: City of Gastonia Employee Survey

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: City of Gastonia Employee Survey
Date: Monday, July 09, 2018 2:05:48 PM

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Date: Thursday, June 28, 2018 at 3:23 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: Accepted: City of Gastonia Employee Survey

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: Accepted: City of Gastonia Employee Survey
Date: Thursday, June 28, 2018 3:23:56 PM
Attachments: [attachment.ics](#)

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: Local Government Workplaces Initiative Employee Survey Roundup Service Agreement
Date: Thursday, June 28, 2018 8:39:41 AM

Leisha,

Would you have some time for a conference call to discuss with me more details about the upcoming roundup survey.

Thanks,

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Wednesday, June 06, 2018 10:14 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Local Government Workplaces Initiative Employee Survey Roundup Service Agreement

June 15 ideally, but June 30th would work. Let me know if you want to schedule a video conference call to get the background on Gastonia and for you to hear the questions available for the survey.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Wednesday, June 6, 2018 at 9:28 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: Local Government Workplaces Initiative Employee Survey Roundup Service Agreement

We are interested. I'll get the agreement signed and returned ASAP. When do you need it by?

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Wednesday, May 30, 2018 4:00 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Local Government Workplaces Initiative Employee Survey Roundup Service Agreement

Hi, Todd. Let me know if you all are still interested doing the roundup. If not, no worries, but if so, the School needs to start the process on the business end.

From: "Forchette, Traci" <Forchette@sog.unc.edu>
Date: Tuesday, May 22, 2018 at 9:22 AM
To: "vtcarpenter@cityofgastonia.com" <vtcarpenter@cityofgastonia.com>
Cc: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: Local Government Workplaces Initiative Employee Survey Roundup Service Agreement

Todd,

The attached service agreement is ready for signature. Please return to me. I will send you a copy of the fully executed agreement after our Dean's signature.

Let us know if you have any questions.

Thank you,
Traci

Traci Forchette

Program Financial Analyst

School of Government

The University of North Carolina at Chapel Hill

CB 3330, Knapp-Sanders Building

Chapel Hill, NC 27599-3330

919.843.7096 (office)

919.962.2709 (fax)

forchette@sog.unc.edu

www.sog.unc.edu

Emails sent to or from this email address, that relate to the School of Government's work, are public records and may be subject to public access under the North Carolina Public Records law.

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: Local Government Workplaces Initiative Employee Survey Roundup Service Agreement
Date: Wednesday, June 06, 2018 9:28:32 AM

We are interested. I'll get the agreement signed and returned ASAP. When do you need it by?

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
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To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Local Government Workplaces Initiative Employee Survey Roundup Service Agreement

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Traci Forchette

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From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: 2018 Employee Survey Roundup???
Date: Monday, May 21, 2018 5:34:56 PM
Attachments: [image001.png](#)

Approximately 930 full, pt, and seasonal. Fulltime is 833.

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Monday, May 21, 2018 8:13 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: 2018 Employee Survey Roundup???

Happy Monday, Todd. The next step for holding Gastonia's place in the August roundup is to get a contract in place. I'll get our business office working on that right away. Remind me, how many employees does Gastonia have?

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Thursday, March 29, 2018 at 5:23 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: 2018 Employee Survey Roundup???

Thank you.

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Tuesday, March 27, 2018 9:13 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: 2018 Employee Survey Roundup???

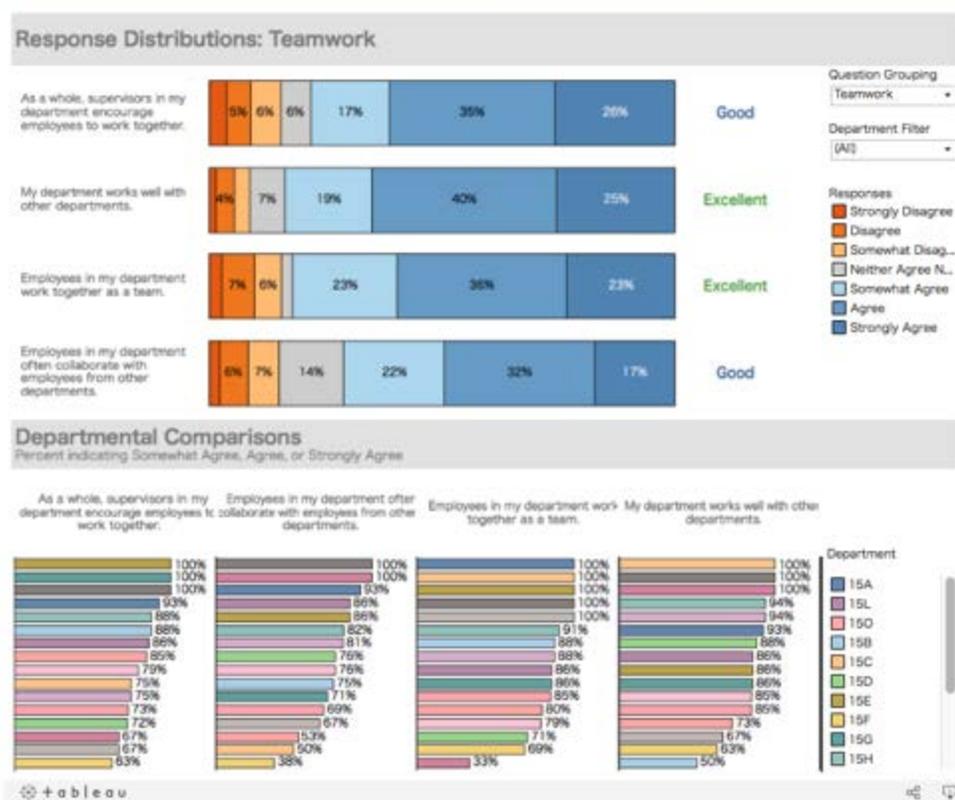
One more thing: we may only have an August Roundup (May is typically not a great time, but we wanted to offer the option). If you want your research sooner rather than later, let me know how much you want to invest, and I'll provide a scope of work.

From: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Date: Friday, March 23, 2018 at 3:24 PM
To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Subject: Re: 2018 Employee Survey Roundup???

Great news! Attached is a pdf of the survey questions used in the last Roundup, which will be tweaked. You can get a better idea of what it looks like by following [this link](#) to a preview mode of the survey in Qualtrics. (On the first page, the extra space you see in "The Employee Survey" is a placeholder for the local government name, e.g., City of Gastonia.)

Please let me know by **April 15th** if you are interested in the **June Roundup** and **June 15th** if you are interested in the **August Roundup**. Some info on how it works below. (We decided to delay until June to get past budget season.) And if you are interested in doing an independent survey, just let me know your timing.

Participating local governments receive a password-protected Tableau dashboard that provides percent responses for each category of survey question and average responses by department (snapshot below to give you an idea). Responses to survey questions are categorized as excellent, good or room for improvement. We also provide anonymous comments from employees and create a dashboard that compares (anonymously) key survey results across jurisdictions.



Based on your survey results, we will brainstorm alternative solutions for workplace improvements and, if you are interested, work with you to identify trainers and consultants to assist your organizational development needs.

Consider me on standby to answer your questions!

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Friday, March 23, 2018 at 2:58 PM

To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: 2018 Employee Survey Roundup???

Leisha,

The City of Gastonia is going to participate in either the roundup or the individual survey. Can you provide me any information from last year's roundup. I would be interested in seeing the questions and the compilation of data from the questions.

Thanks so much.

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Wednesday, February 28, 2018 4:57 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: 2018 Employee Survey Roundup???

For an individual contract, it depends on what you want. Here are what others have paid below, which is really a determinant of size, scope of work (straight surveying, focus groups, etc.), travel and survey tailoring. The Roundup price for Gastonia would be \$5000 (we had to raise prices from last year to account for personnel cost increases and software costs.) Please let me know if you have any questions about these figures.

–	Town of Cary \$20,000 (1261 employees)
–	City of Concord: \$15,000 (947 employees)
–	Town of Chapel Hill II: \$11,000 (747 employees)
–	Durham County Health Department: \$8500 (500 employees)

2018 Employee Roundup Prices

Under 100 employees: \$2000
101-500 employees: \$3000
501-1000 employees: \$5000
1001-2000 employees: \$7000
Over 2000 employees: \$10,000

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Wednesday, February 28, 2018 at 4:35 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: 2018 Employee Survey Roundup???

Sounds good. I'm going to try and pin down my City Manager as to whether he wants to participate in the roundup or create our own. I'll let you know.

Can you remind me once more on the ballpark price for an individual survey. We have about 960

employees.

Todd

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Sent: Wednesday, February 28, 2018 4:32 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: 2018 Employee Survey Roundup???

The roundup went well. Alamance County, Wake Forest, Beaufort and Jackson County participated. Responses averaged 65 percent and ranged from 43 percent to 85 percent. We'll refresh the survey, there are some new organizational development issues to test around employee voice and psychological safety.

We'll be mocking up a dashboard in Tableau so you can see what our new reporting scheme looks like, it's way cool, to use a highly technical term.

Let me know if we should talk again or if you have more questions.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Wednesday, February 28, 2018 at 4:23 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: 2018 Employee Survey Roundup???

Leisha,

Yes I do have ESP but please tell anyone. I often use it my advantage.

I'm thinking May would be great. How did the round up go last year? Do you plan to use a similar approach and similar questions?

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Wednesday, February 28, 2018 4:21 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: 2018 Employee Survey Roundup???

Hi, Todd! You must have ESP. I was thinking about offering a roundup for May, after budget season. What are you thinking?

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Wednesday, February 28, 2018 at 4:18 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>

Subject: 2018 Employee Survey Roundup???

Leisha,

Good afternoon. I am reaching out to see if you plan to conduct the Employee Survey Roundup again this year. We considered it last year but did not participate. We have a new City Manager and he is interested in participating in the group survey or an individual survey for the City of Gastonia.

Would you be so kind as to let me. Feel free to call my cell or email.

Thanks,

Todd Carpenter

Deputy City Manager, City of Gastonia NC

Phone:704-866-6860 Cell:704-214-9028

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]

Sent: Friday, April 28, 2017 11:01 AM

To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>; Albright, Joe <JoeA@cityofgastonia.com>

Subject: Re: Employee Survey Roundup

Todd and Joe, it was a pleasure speaking with you this morning about the Employee Survey Roundup of the Local Government Workplaces Project. Please find attached the Durham County survey, which contains much of the survey content of the August 1st event. Below are links to the Local Government Workplaces Project, as well as some blog posts related to organizational development. Please let me know if you have any questions about this information!

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<https://hcmatters.sog.unc.edu/to-ask-or-not-deciding-to-survey-employees/>

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>

Date: Friday, April 28, 2017 at 9:41 AM

To: Leisha DeHart-Davis <ldehart@sog.unc.edu>

Subject: RE: Employee Survey Roundup

Thank you. I'll call in just a few.

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]
Sent: Friday, April 28, 2017 9:33 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Employee Survey Roundup

I'm available now if you'd like to call, 785-766-1554. Or I can call you this afternoon on my way out of town, let me know your preference.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Friday, April 28, 2017 at 9:06 AM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: Employee Survey Roundup

Leisha,

The City of Gastonia is interested in participating in the employee survey roundup. At your convenience I'd like to speak with you more about the project and the survey.

Please let me know a good time to call you.

Thanks,

Todd Carpenter

Assistant City Manager, City of Gastonia NC
Phone: 704-866-6860 Cell: 704-214-9028

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: 2018 Employee Survey Roundup???
Date: Friday, April 20, 2018 9:00:48 AM
Attachments: [image001.png](#)

Leisha,

The City of Gastonia would like to participate in the August roundup.

Please let me know what you need from me.

Thanks,

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
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To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
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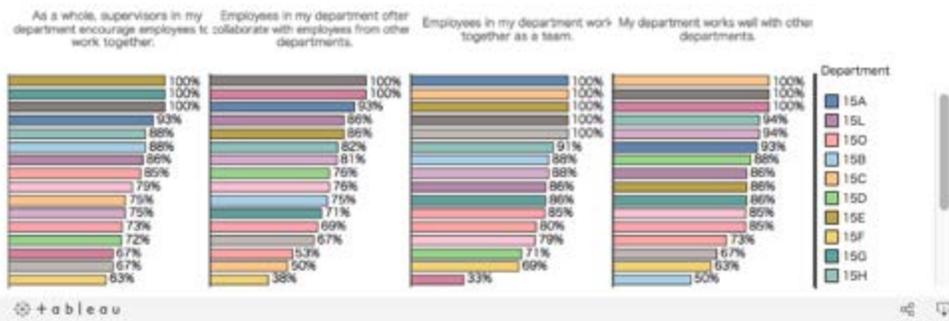
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Response Distributions: Teamwork



Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



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Sent: Friday, April 28, 2017 9:33 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Employee Survey Roundup

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Assistant City Manager, City of Gastonia NC
Phone: 704-866-6860 Cell: 704-214-9028

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: 2018 Employee Survey Roundup???
Date: Thursday, March 29, 2018 5:24:00 PM
Attachments: [image001.png](#)

Thank you.

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Tuesday, March 27, 2018 9:13 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: 2018 Employee Survey Roundup???

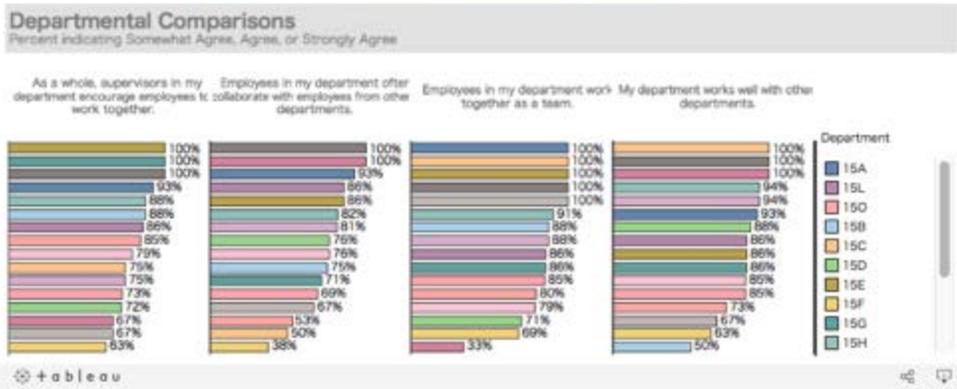
One more thing: we may only have an August Roundup (May is typically not a great time, but we wanted to offer the option). If you want your research sooner rather than later, let me know how much you want to invest, and I'll provide a scope of work.

From: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Date: Friday, March 23, 2018 at 3:24 PM
To: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Subject: Re: 2018 Employee Survey Roundup???

Great news! Attached is a pdf of the survey questions used in the last Roundup, which will be tweaked. You can get a better idea of what it looks like by following [this link](#) to a preview mode of the survey in Qualtrics. (On the first page, the extra space you see in "The Employee Survey" is a placeholder for the local government name, e.g., City of Gastonia.)

Please let me know by **April 15th** if you are interested in the **June Roundup** and **June 15th** if you are interested in the **August Roundup**. Some info on how it works below. (We decided to delay until June to get past budget season.) And if you are interested in doing an independent survey, just let me know your timing.

Participating local governments receive a password-protected Tableau dashboard that provides percent responses for each category of survey question and average responses by department (snapshot below to give you an idea). Responses to survey questions are categorized as excellent, good or room for improvement. We also provide anonymous comments from employees and create a dashboard that compares (anonymously) key survey results across jurisdictions.



Based on your survey results, we will brainstorm alternative solutions for workplace improvements and, if you are interested, work with you to identify trainers and consultants to assist your organizational development needs.

Consider me on standby to answer your questions!

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Friday, March 23, 2018 at 2:58 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: RE: 2018 Employee Survey Roundup???

Leisha,

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Thanks so much.

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I'm thinking May would be great. How did the round up go last year? Do you plan to use a similar approach and similar questions?

Todd

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Wednesday, February 28, 2018 4:21 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: 2018 Employee Survey Roundup???

Hi, Todd! You must have ESP. I was thinking about offering a roundup for May, after budget season. What are you thinking?

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Wednesday, February 28, 2018 at 4:18 PM
To: Leisha DeHart-Davis <ldehart@sog.unc.edu>
Subject: 2018 Employee Survey Roundup???

Leisha,

Good afternoon. I am reaching out to see if you plan to conduct the Employee Survey Roundup again this year. We considered it last year but did not participate. We have a new City Manager and he is interested in participating in the group survey or an individual survey for the City of Gastonia.

Would you be so kind as to let me. Feel free to call my cell or email.

Thanks,

Todd Carpenter

Deputy City Manager, City of Gastonia NC
Phone:704-866-6860 Cell:704-214-9028

From: Davis, Leisha DeHart [mailto:ldehart@sog.unc.edu]
Sent: Friday, April 28, 2017 11:01 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>; Albright, Joe <JoeA@cityofgastonia.com>
Subject: Re: Employee Survey Roundup

Todd and Joe, it was a pleasure speaking with you this morning about the Employee Survey Roundup of the Local Government Workplaces Project. Please find attached the Durham County survey, which contains much of the survey content of the August 1st event. Below are links to the Local Government Workplaces Project, as well as some blog posts related to organizational development. Please let me know if you have any questions about this information!

<https://lgwp.web.unc.edu>

<https://hcmatters.sog.unc.edu/engaging-local-government-employees/>

<https://hcmatters.sog.unc.edu/serenity-now-managing-emotional-labor-in-the-local-government-workplace/>

<https://hcmatters.sog.unc.edu/boosting-employee-survey-response-rates/>

<https://hcmatters.sog.unc.edu/green-tape-in-organizations-creating-good-rules-that-people-follow/>

<https://hcmatters.sog.unc.edu/to-ask-or-not-deciding-to-survey-employees/>

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>

Date: Friday, April 28, 2017 at 9:41 AM

To: Leisha DeHart-Davis <ldehart@sog.unc.edu>

Subject: RE: Employee Survey Roundup

Thank you. I'll call in just a few.

Todd

From: Davis, Leisha DeHart [<mailto:ldehart@sog.unc.edu>]

Sent: Friday, April 28, 2017 9:33 AM

To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>

Subject: Re: Employee Survey Roundup

I'm available now if you'd like to call, 785-766-1554. Or I can call you this afternoon on my way out of town, let me know your preference.

From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>

Date: Friday, April 28, 2017 at 9:06 AM

To: Leisha DeHart-Davis <ldehart@sog.unc.edu>

Subject: Employee Survey Roundup

Leisha,

The City of Gastonia is interested in participating in the employee survey roundup. At your convenience I'd like to speak with you more about the project and the survey.

Please let me know a good time to call you.

Thanks,

Todd Carpenter

Assistant City Manager, City of Gastonia NC

Phone:704-866-6860 Cell:704-214-9028

From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: 2018 Employee Survey Roundup???
Date: Wednesday, February 28, 2018 4:18:58 PM

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Assistant City Manager, City of Gastonia NC
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