

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

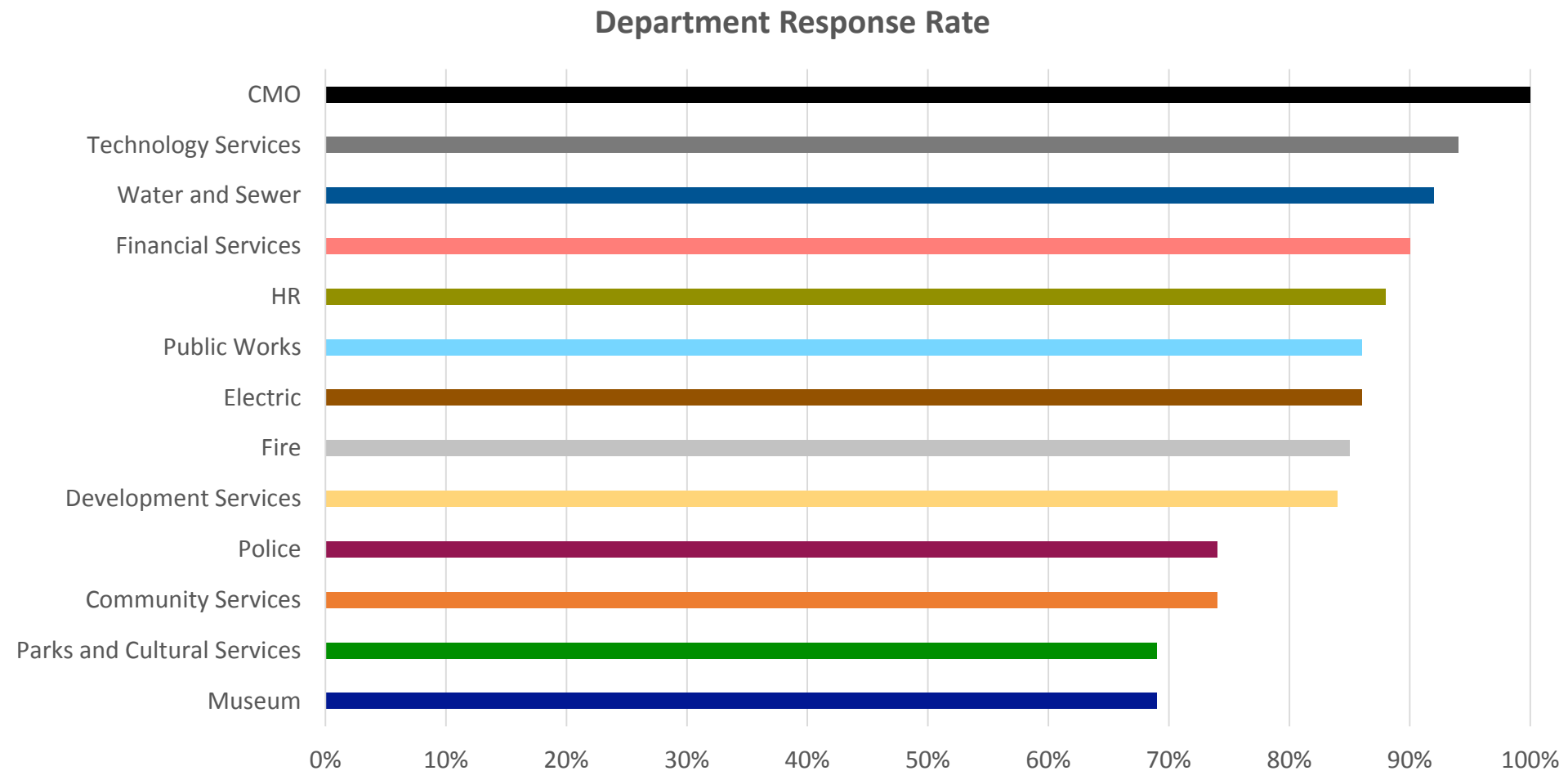


Research Design

- 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.**

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- 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

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>
>
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> From: "Davis, Leisha DeHart" <ldehart@sog.unc.edu>
> Date: 1/2/19 1:27 PM (GMT-05:00)
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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

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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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- > 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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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
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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:ldhart@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 <ldhart@sog.unc.edu>
Subject: RE: City of Gastonia Employee Survey

When was the survey complete?

From: Davis, Leisha DeHart [<mailto:ldhart@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 <ldhart@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 <ldhart@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] [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 won't recognize my attempt to participate because the gmail is associated with my husband's name. Is there anyway I can access the survey? I would like to participate if it's 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 15-20 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.

**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 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: Millie Turas Employee Survey
Date: Monday, October 08, 2018 5:19:27 PM

Wonderful.

Todd

From: Davis, Leisha DeHart [mailto:ldhart@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 <ldhart@sog.unc.edu>
Subject: Millie Turas Employee Survey

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

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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

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

Katie,

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

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Subject: Re: Employee Survey Is Coming Next Week

Feel free to give her mine

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

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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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participating local governments so that we can identify our strengths and opportunities for improvement.

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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

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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: ldhart@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 [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

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(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:ldhart@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:ldhart@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 <ldhart@sog.unc.edu>
Subject: RE: Employee Survey Issue

Thank you!

From: Davis, Leisha DeHart [mailto:ldhart@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 <ldhart@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:ldhart@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 <ldhart@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
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Gastonia, NC 28053-1748
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(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 <ldhart@sog.unc.edu>
Subject: RE: City of Gastonia Employee Survey

When was the survey complete?

From: Davis, Leisha DeHart [<mailto:ldhart@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 <ldhart@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](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 ldd@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:ldhart@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 <ldhart@sog.unc.edu>
Subject: RE: employee survey

Thank you!! I appreciate your help!

From: Davis, Leisha DeHart [<mailto:ldhart@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 <ldhart@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' <ldhart@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

████	JOHNSON III, TRACY M	11/30/1991	26.8	5170-012	TREATMENT PLANT OPERATOR I
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████	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
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████	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: 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*

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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*Sonja Balsom
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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
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,

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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: [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:ldhart@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 <ldhart@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).

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_205CoTueXNqbyhD&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: ["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

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.

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

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Gastonia, NC 28053-1748
704-866-6786

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Sent: Tuesday, September 25, 2018 1:59 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>; Smith, Judy <judys@cityofgastonia.com>
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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:ldhart@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 <ldhart@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?

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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

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.

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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 <ldehart@sog.unc.edu>
Subject: City of Gastonia Employee Survey - Albright Responses

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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



From: Davis, Leisha DeHart [mailto:ldhart@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 <ldhart@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?

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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Thanks.

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Director of Human Resources
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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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Do I or do I not need to do the employee survey again?

Thanks,

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Public Utilities Director
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(704) 869-1929

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Cc: Davis, Leisha DeHart <ldhart@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:ldhart@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 <ldhart@sog.unc.edu>
Subject: RE: GASTONIA EMPLOYEE SURVEY

Thanks!

- Rick

From: Davis, Leisha DeHart [mailto:ldhart@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 <ldhart@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:ldhart@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 <ldhart@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:ldhart@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 <ldhart@sog.unc.edu>
Subject: RE: City of Gastonia Employee Survey

When was the survey complete?

From: Davis, Leisha DeHart [<mailto:ldhart@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 <ldhart@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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[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.

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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 7:48:22 AM

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gastonia nc

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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](#)
Subject: RE: City of Gastonia Employee Survey
Date: Tuesday, September 25, 2018 7:38:36 AM

When was the survey complete?

From: Davis, Leisha DeHart [mailto:ldhart@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 <ldhart@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: [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:ldhart@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:ldhart@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 <ldhart@sog.unc.edu>
Subject: GASTONIA EMPLOYEE SURVEY

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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

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: [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>
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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,

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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.

[Retake Link](#)

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Katherine Fiely

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University of North Carolina at Chapel Hill

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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 10:58:09 AM

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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

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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

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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 10:42:35 AM

Leisha,

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Todd

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Sent: Monday, September 24, 2018 10:39 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>; Fiely, Katherine Mae <fielykm@live.unc.edu>
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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 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:ldhart@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 <ldhart@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.

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

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

Todd

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Sent: Tuesday, September 18, 2018 5:28 PM
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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

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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)
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: 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
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: 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;**

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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 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](#).

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]
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Subject: Re: City of Gastonia - Email to All Employees

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From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Friday, September 14, 2018 at 10:46 AM
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Cc: "Fiely, Katherine Mae" <fielykm@live.unc.edu>, "Powers, Maddison Alice" <map447@live.unc.edu>
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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

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

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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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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/Electric Line Construction	Joe Albright	Joe Kiser
	GARY	T	ADAIR		8/20/2001			gair_gary@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Michael Hues
	BILLY	J	ADAMS		1/18/1999				CUSTODIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Carlenea Costner
	CHRISTOPHER	NMN	ADAMS		3/26/1990			christa@cityofgastonia.com	CREW CHIEF-SOLID WASTE	Solid Waste/Sanitation	Date Denton	Dee Dee Gilla
	DONALD	REYNOLDS	ADAMS		1/23/2017				REFUSE COLLECTION	Solid Waste/Sanitation	Date Denton	Chris Adams
	PATRICK	AARON	ADZINGTON		1/26/2014				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Andrew Brown
	JOSEPH	P	ALBRIGHT		5/31/2016			joea@cityofgastonia.com	DIRECTOR OF PUBLIC UTILITIES	Electric/Administration	Joe Albright	Flip Bombardier
	RODNEY	S	ALDRIDGE		10/23/2000			Aldridge_Rodney@cityofgastonia.com	POLICE CAPTAIN	Police/Field Services	Chief Rob Helton	Travis Brittan
	PAUL	AARON	ALEXANDER		11/19/2007				MOTOR EQUIPMENT OPERATOR I 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			stewanaa@cityofgastonia.com	ASSISTANT RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Red Ross
	BERNARD	S	ALVEY		7/1/2014			stevana@cityofgastonia.com	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	ANDLIN		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	ARNOLD		8/25/2014			arnold_james@cityofgastonia.com	COLD CASE INVESTIGATOR	Police/Support Services	Chief Rob Helton	Heath McMillan
	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		1/26/2001			atkins_brian@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Trent Conard
	DOOL	STEPHEN	ATKINS JR		4/6/1991			atkins_stephen@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Stanley Hufferd
	CODY	LYN	AUSTIN		8/29/2016				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	David Shenkerbarger
	KENNETH	NEAL	AUTEN		12/30/1989			auten_kenned@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Justin White
	GARY	J	AVERY		3/20/1989				CONSTRUCTION WORKER II	Power Bill/Power Bill	Date Denton	EDWARD STROUD
	ZACHARY	DAVID	BADGER		11/28/2015				MOTOR EQUIPMENT OPERATOR I PUBLIC WORKS	Power Bill/Power Bill	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		1/26/2010			bain_joe@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Keith McCabe
	ELISHA	NMN	BAKER JR		8/11/2008			budydy@wvnewsutilities.com	TREATMENT PLANT SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	Stephanie Scheninger
	JULIA	ELAINE	BAKER-GRANATA		6/27/2016			julab@cityofgastonia.com	GIS SPECIALIST I	Development Services/City Planning	Rusty Boat	Jason Thompson
	SONJA	W	BALCOM		6/24/2010			sonja@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II	Water & Sewer/Wastewater Treatment	Joe Albright	Stephanie Scheninger
	BRIAN	R	BARBER		12/11/2017				GROUND MAINTENANCE WORKER I	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Ed Hendrickson
	DONATHAN	R	BARGER		9/4/2007			barger_donathan@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Earl Withers
	ROBERT	BARBER	BARBER JR		12/13/1993			robbie@cityofgastonia.com	ELECTRIC UTILITY OPERATIONS SUPERVISOR	Electric/Electric Line Construction	Joe Albright	Gene Jones
	DOUGLAS	E	BARNER		1/21/1992			doug@wvnewsutilities.com	TREATMENT PLANT SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	Stephanie Scheninger
	SAMUEL	J	BARKSDALE		8/4/2014			Barksdale_Sam@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Chris Waldrop
	CHARLY	BARNES	BARNES		6/23/2002			barnes_charly@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Brian Robinson
	JAMES	D	BARNES		6/20/2011			david@cityofgastonia.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	JORDIN	CRAIG	BARNES		2/27/2012				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Tim Barnhill
	LANNY	D	BARNES		6/19/2000				TRANSIT DISPATCHER	Transit/Operations	Vincent Wong	Stephanie Barnett
	RICHARD	D	BARNES JR		5/6/2000			barnes_richard@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Bryan Robinson
	STEPHANIE	L	BARNETT		11/18/2002			stephanie@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	Shane Havis
	TIMOTHY	JAMES	BARNHILL		1/26/1991			barnhill_james@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Ken Peltier
	ROLAND	D	BATES		8/27/2018				REFUSE COLLECTION	Solid Waste/Sanitation	Date Denton	Wayne Hendrickson
	CHRISTOPHER	JAMES	BAUCOM		10/2/2017				CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Shirley Hastings
	ELLIS	C	BEACH		1/29/1997			beach_ellis@cityofgastonia.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Justin Pearson
	SARIL	C	BEACH		6/19/1991			beach_saril@cityofgastonia.com	TREATMENT PLANT OPERATOR II	Water & Sewer/Wastewater Treatment	Joe Albright	Hugh Hufferd
	JASON	LEE	BEAVER		6/27/2016			beaver_jason@cityofgastonia.com	POLICE OFFICER II	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	BEDNARIK		6/21/2014				POOL ATTENDANT	Parks & Cultural Svcs/Athletics	Cam Carpenter	Janet Taylor
	RICHARD	STEPHEN	BEUK		5/21/2018				LAKE ATTENDANT	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Skip Youngblood
	JEFFREY	S	BELL		7/24/2004			jrb@cityofgastonia.com	PARK MAINTENANCE SUPERVISOR	Schale Museum/Operations	Ann Tippitt	Mark Russell
	SUSAN	MURPHY	BELL		8/13/2018			swan@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II PUBLIC UTILITIES	Water & Sewer/Administration	Joe Albright	Keith Jenkins
			BELL JR		4/9/2007				AUTOMOTIVE MECHANIC II	Public Works/Equipment Services	Date Denton	Steve Haas
	CLAUENCE	LELAND	BELLTON		1/17/2012			bellton_clauence@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Thomas Doby
	DANIEL	STEPHEN	BENEDICT		5/23/2015				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Ryan Ransom
	RICHARD	EUGENE	BENYO		2/6/1995				COURIER	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	STEPHENIE	MARIE	BERGGRUN		7/25/2016			stephenie@cityofgastonia.com	MUSEUM PROGRAM SPECIALIST	Schale Museum/Programs	Ann Tippitt	Tony Passour
	EDWARD	RENNY	BERRY		2/10/1990			berryed@cityofgastonia.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Justin Pearson
	BRADY	T	BEST		5/1/2000			best_brad@cityofgastonia.com	CHIEF OF TRAINING	Fire/Training	Chief Phil Welch	Mark Rutherford
	TAMARA	BROOKS	BIDOX		1/3/2017			tammy@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II	Water & Sewer/Administration	Joe Albright	Kathy Jenkins
	BEVERLY	BLACK	BIEKER		10/28/1988			bieker_beverly@cityofgastonia.com	CHIEF INFORMATION OFFICER	Technology Services/Administration	Beverly Bleker	Thomas Doby
	JOSEPH	EDWARD	BIEKER		6/16/1997			joe@cityofgastonia.com	CONSTRUCTION ENGINEER/HIGHWAY ADMINISTRATOR	Development Services/Engineering	Rusty Boat	Tucker Johnson
	JORDAN	HILL	BIGGERSTAFF		2/26/2018				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	LAURA	E	BIGGERSTAFF		9/13/2004			biggestaff_laurea@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 Black
	JORDAN	BRIAN	BIRCH		6/1/2018				WATER & SEWER MAINTENANCE TECHNICIAN I	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_david@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Mike McElroy
	WILLIAM	CAMERON LEE	BLAIR		1/9/2017				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Shaunte Southern
	JAMEY	G	BLALOCK		7/21/1997			blalock_jamey@cityofgastonia.com	POLICE SERGEANT	Police/Support Services	Chief Rob Helton	Mike Last
	JOSEPH	SIDNEY	BLANTON		1/26/1991			blanton_joseph@cityofgastonia.com	BATTALION CHIEF	Police/Support Services	Chief Phil Welch	Mark Rutherford
	JAMES	TIMOTHY	BLES		8/16/2008			bles_jim@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Nancy Caperton
	BOBBY	JOE	BOLLEN JR		7/16/2018				MOTOR EQUIPMENT OPERATOR I PUBLIC WORKS	Power Bill/Power Bill	Date Denton	STEVE SHANNON
	KEVIN	A	BOLICK		1/4/2010				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Charlie Stewart
	LISA	BRIDGES	BOLT		7/2/2012			lisa@cityofgastonia.com	APPLICATION DEVELOPMENT SUPERVISOR	Technology Services/Applications	Beverly Bleker	Ray Kurkai
	JOHN	P	BOMBARDIER		11/2/2015			rb@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 II		1/4/1995			curtis@cityofgastonia.com	DIRECTOR OF DEVELOPMENT SERVICES	Development Services/Engineering	Rusty Boat	Michael Peoples
	ARON	S	BOSTIC		5/20/2016			aron@cityofgastonia.com	ENGINEERING TECHNICIAN II	Development Services/Engineering	Rusty Boat	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			sandy@cityofgastonia.com	HELP DESK SUPPORT ANALYST	Technology Services/Infrastructure	Beverly Bleker	Ken Wright
	JACOB	BONERS	BOWERS		8/4/2014			bowers_jacob@cityofgastonia.com	POLICE OFFICER II	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 Turas
	MICKEY	BRADY	BRADY		10/11/1999			brady_mickey@cityofgastonia.com	ASSISTANT CITY MANAGER	Assistant City Manager	Michael Peoples	Michael Peoples
	BRANDON	WAYNE	BRADLEY		9/6/2018			bradley_wayne@cityofgastonia.com	POLICE OFFICER II	Public Works/Equipment Services	Beverly Bleker	Steve Haas
	MICHAEL	S	BRADLEY		2/6/2017			bradley_michael@cityofgastonia.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Shirley Hastings
	CODY	THOMAS	BRADSHAW		6/16/2014				INVENTORY SPECIALIST I	Financial Services/Warehouse	Crystal Certain	Shane Moore
	MICKEYDOTH	BRADY	BRADY		12/12/2005			bradford_meredith@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II	Police/Support Services	Chief Rob Helton	Travis Brittan
	REID	ERIKINE	BRADFORD		7/3/1995			bradford_reid@cityofgastonia.com	POLICE CAPTAIN	Police/Field Services	Chief Rob Helton	Eric Howard
	MICHAEL	GUY	BRANSON		8/7/2006			michaels@cityofgastonia.com	ENGINEERING TECHNICIAN II	Development Services/Engineering	Rusty Boat	Jason Wallace
	MATTHEW	SAMUEL	BRAXTON		4/5/2011				PLANTARIUM PROGRAM PRESENTER	Schale Museum/Programs	Ann Tippitt	Tony Passour
	MICHAEL	BRIDGES	BRIDGES		10/2/2018				MOTOR EQUIPMENT OPERATOR UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Justin Pearson
	MILLER	CLINT	BRIDGES		11/23/2009			bridges_clint@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Janey Black
	JAMES	MORGAN	BRIGHT		3/9/2015				MOTOR EQUIPMENT OPERATOR UTILITIES MAINTENANCE	Water & Sewer/Street Maintenance	Date Denton	EDWARD STROUD
	ANTHONY	T	BRITTAN		3/14/1994			Brittan_Trevi@cityofgastonia.com	ASSISTANT POLICE CHIEF	Police/Field Services	Chief Rob Helton	Rob Helton
	JOSEPH	D	BROGDON		7/15/1996			Brigdon_David@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Kevin Peltier
	CORRIN	NICOLE	BROOKS		7/15/2016				POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Jonathan Hallman
	BRANDON	JAMES	BROOME		7/16/2015			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	JEROME	BROWN		7/24/2017				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	CHARLES	S	BROWN JR		6/8/1989				RECREATION CENTER LEADER	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Carlenea Costner
	STEPHEN	B	BROWN JR		12/10/2001			brown_stephen@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Jimmy Heller
	JERRY	B	BROWNING		9/6/1996			jerry@cityofgastonia.com	FIELD SUPERVISOR-PARKS & CULTURAL SERVICES	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Topp White
	CLAYTON	JAMES	BRYSON		7/16/2018				CONSTRUCTION WORKER I	Power Bill/Power Bill	Date Denton	STEVE SHANNON
	ROBERT	TAFET	BRYSON		9/19/1993			bryson_robert@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Heath McMillan
	JERRY	KENNETH	BRYSON JR		12/10/2001			bryson_kenneth@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Earl Withers
	MARK	H	BUCHANAN		7/25/2005			buchanan_mark@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Brandon Workman
	BOBBY	A	BUNGARDNER		5/12/2008				TREATMENT PLANT OPERATOR III	Water & Sewer/Waste Treatment	Joe Albright	Dale Coble
	BRAD	MICHAEL	BUNGARDNER		12/14/2015			bungardner_bradd@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Eric Howard
	DANIEL	CHRISTOPHER	BUNGARDNER		5/15/2017				PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Jerry Browning
	NICHOLAS	RYAN	BUNGARDNER		2/10/2014				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Bryan Robinson
	LOUISIA	RUNDY	BURKE		8/4/2014				GROUND MAINTENANCE WORKER I	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Justin Pearson
	KRISTOPHER	A	BURNHART		7/30/2018				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Paul Smith
	JASON	ALEXANDER	BURNS		12/28/2015			burns_jason@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Shaunte Southern
	MARY	E	BURR		2/15/1999			Bur_Emy@cityofgastonia.com	POLICE RECORDS SPECIALIST III	Police/Support Services	Chief Rob Helton	Janet Griffin
	LAURA	SAURICK	BURTON									

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	Date Denton	Wayne Hendrickson
	SUZANNE	BUTLER	CALDWELL		2/13/2005			caldwell_suzanne@cityofgastonia.com	POLICE RECORDS SPECIALIST II	Police/Support Services	Chief Rob Helton	Janet Griffin
	DONALD	R	CALDWELL JR		9/3/1990			caldwell_donald@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 (Software)	Beverly Bieker	Beverly Bieker
	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			debbeck@cityofgastonia.com	HUMAN RESOURCES CUSTOMER SERVICE SPECIALIST - JEN	Human Resources/Human Resources	Judy Smith	Judy Smith
	HEATHER	BRIDGES	CANPHE		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 Srvcs	Rusty Bost	Brian Pruitt
	SETH	CULLEN	CANPHE		7/27/2015			canphe_seth@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Chris Waldrop
	LAELA		CARPERS		7/16/2016				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	NANCY	R	CARPSTRAN		1/10/2005			carpstran_nancy@cityofgastonia.com	POLICE SERGEANT	Police/Support Services	Chief Rob Helton	Ed Tume
	RONALD	W	CARPS		2/4/2006			carps_ronald@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Jimmy Heller
	CHRISTOPHER	T	CARBUTO		1/12/2015			chris@cityofgastonia.com	CIVIL ENGINEER II	Development Services/Engineering	Rusty Bost	Jason Wallace
	DANEY	L	CARITHERS		8/15/1997			ediane@cityofgastonia.com	LINE TECHNICIAN IV	Electric/Electric Line Construction	Joe Albright	Jody Kiser
	KELLEY	R	CARLAN		8/7/1995			kelly@cityofgastonia.com	PURCHASING & WAREHOUSE MANAGER	Financial Services/Purchasing	Crystal Certain	Wendell Hendrix
	MICHAEL	S	CARON		10/24/2016			michael@cityofgastonia.com	EXHIBIT PREPARE/ARTIST	Schiele Museum/Programs	Ann Tippitt	Tony Passour
	ADAM	LOUIS	CARPENTER		7/26/2014			carpenter_adam@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Eric Howard
	ADAM	WYNNE	CARPENTER		9/5/2017				WATER & SEWER UTILITIES 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 Conant
	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	Kerr Fay
	VINCENT	TODD	CARPENTER		7/23/1984			viccarp@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	Date Denton	STEVE SHANNON
	BRUCE	H	CARR		12/18/2006			Car_Bruce@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Eric Howard
	MELUOY	ELENA	CARTER		10/21/2013				LABORATORY TECHNICIAN III	Water & Sewer/Wastewater Treatment	Joe Albright	Annette McMurray
	CALEB	WILEY	CATO		8/26/2013				FIRE/IGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Paul Bonnen
	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	Electric/Administration	Joe Albright	Ron Gaff
	CRYSTAL	LYNN	CERIN		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	Date 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 Stowe
	BRENNON	CORDELL	CLARKSON		12/14/2015				LABORATORY TECHNICIAN III	Water & Sewer/Wastewater Treatment	Joe Albright	Stephanie Scheninger
	CHRISTIAN	M	CLINCH		1/5/2005			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	E	CLINTON		1/16/2015			clinton_trey@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Brian Atkins
	DEBBY	E	CLOININGER		12/6/1997			debbyc@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II	Water & Sewer/Utilities Maintenance	Joe Albright	Brian Potocki
	ROBERT	C	CLOININGER III		11/10/2014			robertc@cityofgastonia.com	STORMWATER UTILITY ADMINISTRATOR	Stormwater/Administration	Date Denton	DALE DENTON
	DAMON	CLOUD	CLOUSE		4/16/2018			clouse_damon@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 Srvcs	Rusty Bost	Brian Pruitt
	DALE	EUGENE	COBLER JR		3/14/2016				TREATMENT PLANT SUPERVISOR	Water & Sewer/Water Treatment	Joe Albright	Chris High
	CALEB	BROOKS	CODY		8/11/2014				FIRE/IGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Joel Kellie
	STEVEN	LEE	CODDLE		3/31/1990			stevec@cityofgastonia.com	TELEPHONY ADMINISTRATOR	Technology Services/Infrastructure	Beverly Bieker	Beverly Bieker
	JAMES	J	COLLINS		6/14/2010				POWER BILL POWER BILL	Power Bill/Power Bill	Date Denton	STEVE SHANNON
	RAYFORD	T	CONARD		7/15/1996			Conard_Trent@cityofgastonia.com	POLICE CAPTAIN	Police/Field Services	Chief Rob Helton	Travis Brittan
	CLURTS	DANIEL	CONNER JR		11/17/1990			conner_curt@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Harold Fubright
	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@tworiversutilities.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	Stephanie Johnson
	JEAN	CARLOS	COSS V LEON		8/29/2018				REFUSE COLLECTOR	Solid Waste/Sanitation	Date Denton	Wayne Hendrickson
	LUCIA	LEA	COSBITT		6/19/2018				LAKE ATTENDANT	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Ted Ross
	JANUARY	WITHERS	COSTA		3/26/2012				ARCHAEOLOGY PROJECT FIELD/LABORATORY ASSISTANT	Schiele Museum/Programs	Ann Tippitt	Alan May
	CARLEENA	LOUISE	COSTNER		12/1/2012			carleenac@cityofgastonia.com	RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Andy Stahr
	STEPHEN	LADONN	COSTNER		3/6/2006			stephenc@cityofgastonia.com	RADIO COMMUNICATIONS SERVICE COORDINATOR	Technology Services/Communications	Beverly Bieker	Paul Privett
	JOE	REID	COSTNER JR		2/1/2010			costner_joe@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Brian Atkins
	JEREMY	E	COX		11/12/2007				METER SERVICE TECHNICIAN II	Financial Services/Meter Services	Crystal Certain	Scott Oswenby
	TERFANY	MARTIN	COX		10/11/2017				CUSTOMER SERVICE REPRESENTATIVE I	Financial Services/Customer Service	Crystal Certain	STEVE SHANNON
	CODY	JOSEPH	CRIGG		1/6/2012				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Stormwater/Operations	Date 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			robertc@cityofgastonia.com	COMMUNICATIONS/PUBLICATIONS COORDINATOR	Schiele Museum/Programs	Ann Tippitt	Tony Passour
	DANN	ELIZABETH	CROSS		11/13/2004			dann@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Police/Support Services	Chief Rob Helton	Mike Smith
	CLARENCE	KELVIN	CROSS II		7/8/1988			kelvin@cityofgastonia.com	DIVISION MANAGER-WATER TREATMENT PERMIT SPECIALIST	Water & Sewer/Water Treatment Development Services/Building Support Srvcs	Joe Albright	Brian Pruitt
	KELSI	NICOLE	CROUCH		1/5/2015				POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Nancy Capastan
	DAVID	F	CROW		10/15/2012			crow_david@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Trapp White
	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	Symba Kozminy
	PATRICK	THOMAS	DALEY		9/3/1990			daley_patrick@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Fred McMurray
	OMAR	RAHWARD	DAMERON		12/12/2005				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Oswenby
	CAROLINE	CALDWELL	DAVIS		5/29/2018			carolmcd@cityofgastonia.com	HUMAN RESOURCES TECHNICIAN	Human Resources/Human Resources	Judy Smith	Judy Smith
	CHARLES	MARTIN	DAVIS		6/27/2005			chuckdc@cityofgastonia.com	CUSTOMER SERVICES MANAGER	Financial Services/Customer Service	Crystal Certain	Susan Klutz
	KRISTI	HUGHES	DAVIS		9/22/1997			kristid@cityofgastonia.com	GRANTS MANAGER	Transit/Operations	Vincent Wong	Vincent Wong
	LEER	HUGHES	DAVIS		2/22/2016			lynd@cityofgastonia.com	GRANTS MANAGER	Community Services/Housing & Neighborhoods	Vincent Wong	Vincent Wong
	THOMAS	LEONARD	DEATON JR		1/5/2015				FIRE/IGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Michael Carpenter
	ROBERT	K	DEMON		6/25/2018				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power Bill/Power Bill	Date Denton	EDWARD STROUD
	ERNEST	GLENN	DEESE		6/29/2002			erenn@cityofgastonia.com	FACILITIES MAINTENANCE WORKER	Schiele Museum/Operations	Ann Tippitt	Mark Rustell
	RODNEY	D	DEESE		8/21/2004				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Oswenby
	GUSTIN	A	DELLINGER		12/28/2015			delinger_gustin@yahoo.com	CREW CHIEF PUBLIC WORKS	Power Bill/Power Bill	Date Denton	STEVE SHANNON
	JACOB	ELI	DELLINGER		5/29/2013			jacob@cityofgastonia.com	FACILITIES PLANT MECHANIC I	Water & Sewer/Utilities Maintenance	Joe Albright	Terry King
	CHARLES	R	DELLINGER		8/1/2012			chuckdc@cityofgastonia.com	ADVISOR FOR SPECIAL PROJECTS RECREATION	Parks & Cultural Svcs/Administration	Cam Carpenter	Adam Ewert
	DALE	B	DENTON		10/27/1986			dale@cityofgastonia.com	DIRECTOR OF PUBLIC WORKS	Public Works/Public Works	Date Denton	FLIP BOMBARDIER
	DREW	BRYAN	DENTON		12/1/2017			denton_drew@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Trent Conant
	MICHAEL	SCOT	DENTON		8/13/2018				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Oswenby
	ANTHONY	VERNARD	DEW		1/15/2012				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	DANIEL	C	DIXON		8/29/2012				LAKE ATTENDANT	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Skip Youngblood
	BRIAN	C	CHRISTOPHER		7/29/2014			dyxson_brian@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Scott Nelson
	THOMAS	E	DOBY		6/7/1999			dobyt_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	NAN	DUNCAN		4/9/2011			duncan_jo@cityofgastonia.com	POLICE OFFICER PART TIME	Police/Field Services	Chief Rob Helton	Randy Gantt
	JOSHUA	LEVI	DUNCAN		11/14/2016				FIRE/IGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Justin White
	ROBERT	C	DUNCAN		1/14/2008			chrisc@cityofgastonia.com	COMMUNICATIONS TECHNICIAN	Technology Services/Communications	Beverly Bieker	Paul Privett
	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	Stephanie Barnett
	JACOB	ALEXANDER	DUNN		3/6/2017				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power Bill/Power Bill	Date Denton	EDWARD STROUD
	LANA	DELAP	DUPONT		5/22/2017			lanad@cityofgastonia.com	OFFICE ASSISTANT II	Schiele Museum/Programs	Ann Tippitt	Tony Passour
	GARRIE	VINING	DURAN		7/12/2004			carried@cityofgastonia.com	COLLECTION MANAGER	Schiele Museum/Programs	Ann Tippitt	Alan May
	DANETTE	M	DYE		10/2/1989			donat@cityofgastonia.com	HUD COMPLIANCE OFFICER	Community Development	Vincent Wong	Vincent Wong
	JAMES	ELIAM	EARS JR		8/4/2016			earls_james@cityofgastonia.com	REFUSE COLLECTOR	Solid Waste/Sanitation	Date Denton	Doug Kasper
	JASON	LEE	EAKER		10/30/1995			eaker_jason@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Doug Carpenter
	MITCHELL	HALROD	EARL		7/29/2016				RANGE ATTENDANT	Police/Support Services	Chief Rob Helton	Paul Smith
	BARRY	LESLIE	EASLER		5/15/1993			Easler_Barry@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jimmy Quinn
	AUSTIN	EDGE	EDDY		2/20/2012			eddy_austin@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Nancy Capastan
	JANICE	MOSS	EDGE		8/4/2008			janice@cityofgastonia.com	MUSEUM ACCOUNTANT	Schiele Museum/Administration	Ann Tippitt	Karl McKinnon
	WESLEY	NORRIS	EDSON		7/14/2008			wesley@cityofgastonia.com	LINE TECHNICIAN IV	Electric/Underground Line Construction	Joe Albright	Shayne Helms
	CHARLES	L	ELLIOTT		7/17/1999				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power Bill/Power Bill	Date Denton	EDWARD STROUD
	MORRIS	W	ELLIOTT		8/4/2003			Elliot_Mor@cityofgastonia.com	POLICE OFFICER II	Police/Administration	Chief Rob Helton	Eric Wiggins
	RICHARD	WILLIAM	ELLISON II		1/9/2017				FACILITIES PLANT MECHANIC I	Water & Sewer/Utilities Maintenance	Joe Albright	Terry King
	MICHAEL	D	ELMORE		11/7/2005				TRAFFIC SERVICES TECHNICIAN II	Public Works/Public Works	Date Denton	JON THOMPSON
	LEONARD	R	ENGLAND JR		2/7/2000			enry@cityofgastonia.com	CODE ENFORCEMENT OFFICIAL II	Development Services/Building Support Srvcs	Rusty Bost	Brian Pruitt
	CHRISTOPHER	N	ENGLISH		1/9/2017			chrisc@tworiversutilities.com	LABORATORY TECHNICIAN III	Water & Sewer/Wastewater Treatment	Joe Albright	David Shellenbarger
	STEPHEN	R	ESTRIDGE		3/4/2014				CREW CHIEF PUBLIC WORKS	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Adam Ewert
	CHRISTOPHER	S	EUBANK		8/4/2008				AUTOMOTIVE MECHANIC II	Public Works/Equipment Services	Date Denton	Steve D

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 II		6/23/1997			Fliming_Albert@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Adrianne Walker-Hall	
	DAVID	FLOWERS			8/10/2013				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Dusty Russell	
	SCHECHAS	R	FOOTE		10/30/2017			foote_r@cityofgastonia.com	COMMUNICATIONS SPECIALIST	Communications & Marketing	Rachel Blagley	Rachel Blagley	
	DEIRON	SCHOELEMAN	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 Boat	Rusty Boat	
	WILLIAM	V	FORTENBERRY JR		1/26/1991			fortenberry_william@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Woody Thomas	
	RICHARD	LEON	FOX JR		7/25/2016				LAKE ATTENDANT	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Ship Youngblood	
	CLIFTON	KERR	FOY		1/26/1991			Foy_Clifton@cityofgastonia.com	BATTALION CHIEF	Fire/Operations	Chief Phil Welch	Mark Rutherford	
	DAVID	NATHAN	FRADY		10/26/2015			natef@cityofgastonia.com	CARPENTER	Public Works/Field & Grounds	Dale Denton	Mike Neugebauer	
	MARISA	KANTHEISA	FRAZER		8/5/2017				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett	
	DAVID	SCOTT	FRIEDMAN		2/13/2017				LINE TECHNICIAN I	Electric/Electronic Service	Joe Albright	Matt Lembert	
	CAMERON	ELIZABETH			1/20/2013			cameron@cityofgastonia.com	BUSINESS SYSTEMS ANALYST	Technology Services/Applications (Software)	Beverly Bleker	Jessica Marshall	
	GLENN	R	FRIED		8/8/2005			glenn@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 II	Fire/Administration	Chief Phil Welch	Chief Phil Welch	
	HAROLD	D	FULBRIGHT JR		9/18/1995			Fulbright_Harold@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jeffrey Queen	
	AIRSON	MICHAEL	FULTON		6/20/2013			airson_aaron@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Scott McClure	
	ELEANOR	MARGARET	FULTON		1/5/2007			labbol_ellie@cityofgastonia.com	POLICY RESEARCH SPECIALIST	Police/Support Services	Chief Rob Helton	Amanda Neese	
	GEORGE	MASSEY	FULWOOD JR		2/14/2011			georgef@cityofgastonia.com	ASSISTANT RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Carlene Costner	
	DONALD	L	GADSDY JR		7/12/1999			gaddy_don@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Jason Howis	
	JUSTIN	L	GAFF		6/4/2007			justing@cityofgastonia.com	CHIEF CODE ENFORCEMENT OFFICER	Development Services/Building Support	Rusty Boat	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		7/28/2014			gammons_robert@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Aaron Wurster	
	RAKTON	D	GANTT		9/13/2006			Gantt_Rakton@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Trent Neugebauer	
	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			roze@cityofgastonia.com	ZONING ADMINISTRATOR	Development Services/City Planning	Rusty Boat	Jason Thompson	
	RANDI	AMANDA	GATES		7/18/2016			randi@cityofgastonia.com	PRINCIPAL TRANSPORTATION & AVIATION'S MGMT ADMINISTRATION	Development Services/Transportation Division	Rusty Boat	Jason Thompson	
	SUZANNE	J	GIBBS		7/8/2013			suzanne@cityofgastonia.com	DEPUTY CITY CLERK	Financial Services/Administration	Crystal Certain	Crystal Certain	
	CHAD	GIBBY	GILL		1/26/2019				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Chris Adams	
	JASON	L	GILL		9/12/2007			gill_jason@cityofgastonia.com	POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Sharonne Southern	
	KENNETH	DUANE	GILLLAND JR		8/21/2017				CONSTRUCTION WORKER II	Police/Field Services	Power BI/Power BI	STEVE SHANNON	STEVE SHANNON
	DIWANA	FOX	GILLS		9/26/1994			deedee@cityofgastonia.com	DIVISION MANAGER-SOLID WASTE	Solid Waste/Administration	Dale Denton	Dale Denton	
	JORDAN	HOLLAND	GILIS		11/16/2015			gona_jordan@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Brain Atkins	
	MARCIO	A	GONZALEZ		8/19/2006			gonzalez_marcio@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Joel Kelley	
	REID	DAVIS	GOODMAN		10/10/2016			reid@cityofgastonia.com	GROUNDS MAINTENANCE WORKER I	Schiele Museum/Operations	Ann Tippitt	Mark Russell	
	ALBERT	L	GOODSON		14/2016				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett	
	JOSEPH	L	GOODETT		12/30/12				REFUSE COLLECTOR/SERVE DRIVER	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson	
	JOSEPH	ERIC	GOODETT II		9/6/2013				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Chris Adams	
	SCOT-TIA	VANNECE	GOLDY		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 Holmes	
	MICHAEL	C	GRAHAM		7/7/1997			charling@cityofgastonia.com	ASSISTANT DIVISION MANAGER OPERATIONS WASTEWATER	Water & Sewer/Wastewater Treatment	Joe Albright	Brian Perkins	
	MICHAEL	C	GRAHAM		11/23/2003				SYSTEMS MAINTENANCE TECHNICIAN I	Water & Sewer/Utilities Maintenance	Joe Albright	Justin Parsons	
	CHARLES	L	GRAHAM JR		1/4/2017			charling@cityofgastonia.com	ASSISTANT CITY ATTORNEY	City Attorney	Ann Smith	Ann Smith	
	KEVIN	MORGAN	GRAVES		11/7/2011			keving@cityofgastonia.com	TREATMENT PLANT SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	Stephanie Scheringer	
	JAMIE	DEAN	GRAY		6/18/2018				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson	
	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 Bleker	Beverly Bleker	
	DAKTON	BRENT	GREENE		4/20/2011			breng@cityofgastonia.com	ELECTRICAL SUBSTITUTION TECHNICIAN I	Electric/Operations	Joe Albright	Steve Neugebauer	
	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 BI/Power BI	Dale Denton	STEVE SHANNON	
	STEPHEN	A	GREGORY II		1/5/2005			gregory_andy@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Nancy Capstein	
	BEJANMAN	M	GRICE		11/1/1999			grice_ben@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Barry Essler	
	JANET	GRIFFIN	H		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		1/26/1991			Griffin_Keneth@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Kerr Foy	
	MARK	NUN	GRIFFIN		4/24/2017				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton	
	DAVID	JOSEPH	GRIFFIN		6/29/2015			guerin_david@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Scott McClure	
	JEFFREY	J	GULIAUSKAS		6/26/2005				GROUNDS MAINTENANCE WORKER I	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Scott Parker	
	BRANDON	ROSS	HAEBERSKI		1/3/2017				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Sharonne Southern	
	ADRIANNE	HALL	SEDER		8/8/2009			haller_adrienne@cityofgastonia.com	Police/Support Services	Police/Support Services	Chief Rob Helton	Ed Gaff	
	TIMOTHY	LLOYD	HALL		4/7/2006			timh@cityofgastonia.com	FACILITIES PLANT MECHANIC II	Water & Sewer/Utilities Maintenance	Joe Albright	Terry King	
	JONATHAN	A	HALLMAN		1/5/2005			hallman_jonathan@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Trent Conrad	
	RACHAEL	C	HAMILTON		11/27/2006			hamilton_rachael@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II	Fire/Administration	Chief Rob Helton	Rob Helton	
	MELVIN	Y	HAMM		1/14/2008				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson	
	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/Water Treatment	Joe Albright	Dale Cobler	
	ANDREW	ERIC	HAMMOND		5/15/1993			hammond_andy@cityofgastonia.com	Fire/Operations	Fire/Operations	Chief Rob Helton	Kenneth Guffin	
	HARRISON	RAY	HAMORSKY		3/30/2015			hamorsky_harrison@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Laura Biggsstaff	
	HUBERT	HAROLD	HAMPTON		6/30/2011			hugh@cityofgastonia.com	TREATMENT PLANT SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	Stephanie Scheringer	
	BOBBY	MACK	HANNA JR		11/30/1992			bobby@cityofgastonia.com	LABORATORY TECHNICIAN I	Water & Sewer/Wastewater Treatment	Joe Albright	David Shellenbarger	
	JONAS	PRAYNE	HANSEN		1/2/1991			hansen_jonas@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Janet Brackett	
	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	
	VRIGIL	KEITH	HARPER		5/15/1993			harper_keith@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Dusty Russell	
	ALLEN	HARRIS			11/17/2008				TRAFFIC SERVICES TECHNICIAN II	Public Works/Public Works	Dale Denton	JACK THOMPSON	
	ASA	KAMERON	HARRIS		7/24/2017				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves	
	JASON	MICHAEL	HARRIS		9/7/2011			harris_jason@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Janet Brackett	
	JEREMY	COLE	HARRIS		8/20/2007			jeremy@cityofgastonia.com	CODE ENFORCEMENT OFFICIAL I	Development Services/Building Support	Rusty Boat	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 II	Water & Sewer/Wastewater Treatment	Joe Albright	Doug Barker	
	BRIAN	R	HART		9/6/2016			brianh@cityofgastonia.com	GIS ANALYST II	Water & Sewer/Utilities Maintenance	Joe Albright	Brian Potokci	
	SHELLEY	CAMPBELL	HARWELL		6/6/2016			shellyh@cityofgastonia.com	OFFICE ASSISTANT II	Parks & Cultural Svcs/Administration	Cam Carpenter	Andy Stahr	
	STERLING	M	HASTINGS		7/2/2012			sterlingh@cityofgastonia.com	FIELD SUPERVISOR I-SYSTEMS MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Ron Cook	
	KAREEM	JAMAL	HATTEN		6/24/2013				CUSTODIAN	Public Works/Field & Grounds	Dale Denton	David Trout	
	ARIT	HOLLYSON	CHAND		1/2/1991			hawkins_arit@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Randy Gantt	
	CHRISTIAN	A	HAWKINS		1/8/2018				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Kevin Graves	
	JONATHAN	DAVID	HAWKINS II		1/16/2001			hawkins_jonathan@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Joel Kelley	
	JULIA	D	HAYES		1/19/2016			Hayes_Julia@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Craig Singer	
	MATTHEW	STANTON	HEFNER		8/7/2017				SPECIAL PROJECT COORDINATOR	Community Dev & Innovation/KOB	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 Ewalt	
	LEMUEL	KEITH	HELMS		7/9/2016				ELECTRIC UTILITY OPERATIONS SUPERVISOR	Electric/Underground Line Construction	Joe Albright	Gene Jones	
	JOHN	WELLEY	HELMS JR		5/22/2017				CUSTODIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Tanya Tringdon	
	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 II	Public Works/Equipment Services	Dale Denton	Roger Cate	
	ROBERT	C	HELTON JR		2/23/1987			Helton_Robert@cityofgastonia.com	ADMINISTRATIVE SUPPORT/CEMETERY	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		11/12/2016				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Shane Thompson	
	JOSHUA	R	HENDRICK		9/5/2017				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Bryan Summery	
	JACKSON	L	HENDRICKS		9/12/1994			jackeh@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Aaron Wurster	
	EDWARD	J	HENDRICKSON		9/29/2014				METER SERVICES MANAGER	Water & Sewer/Customer Service	Joe Albright	Ron Cook	
	WAYNE	L	HENDRICKSON		2/11/2002			weh@cityofgastonia.com	SENIOR PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Jerry Browning	
	MERLIN	A	HENDRICKSON JR		1/04/1999			butch@cityofgastonia.com	CREW CHIEF-SOLID WASTE	Solid Waste/Sanitation	Dale Denton	Dee Dee Gilles	
	WENDELL	L	HENDRIX		2/2/1998			wendell@cityofgastonia.com	EQUIPMENT MECHANIC-MAINTENANCE	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Tripp White	
	TRAVIS	HENRIK	HENRIK		11/20/2018				CONTROLLER	Financial Services/Accounting	Crystal Certain	Crystal Certain	
	BRAD	C	HENDON		11/30/1998			hendson_brad@cityofgastonia.com	CONSTRUCTION WORKER II	Water & Sewer/Wastewater Treatment	Dale Denton	CHRISTOPHER HENDON	
	EMILY	SUSAN	HICKS		8/21/2017			emily@cityofgastonia.com	PUBLIC SAFETY APPLICATIONS & GIS	Technology Services/Applications (Software)	Beverly Bleker	Tim Monroe	
	CHRISTOPHER	R	HIGH		8/5/1991			chrisph@cityofgastonia.com	GIS/CITY PLAN	Electric/Administration	Joe Albright	Jackie Jenkins	
	JONATHAN	MARK	HIGH		3/19/1990			harkn@cityofgastonia.com	CUSTOMER SERVICE SPECIALIST	Water & Sewer/Water Treatment	Joe Albright	Ed Cross	
	ACNES	R	HILL		4/11/2016				ASSISTANT DIVISION MANAGER WATER TREATMENT-OPERATIONS	Water & Sewer/Water Treatment	Joe Albright	Shane Helton	
	LASONYA	HARTGROVE	HILTON		5/19/2008			lasonyah@cityofgastonia.com	ELECTRIC UTILITY CREW SUPERVISOR	Electric/Electronic Line Construction	Joe Albright	Stephanie Barnett	
	MICHAEL	DAVID	HINDMAN JR		10/16/2017				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett	
	PHYLLIS	L	HINLEY		9/5/2006			lauren@cityofgastonia.com	ADMINISTRATIVE ASSISTANT I	Technology Services/Communications	Beverly Bleker	Paul Priest	
	ANDREW												

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		7/26/2013			chrystalh@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Development Services/City Planning	Rusty Boast	Jason Thompson
	DANIEL	WADE	HOWARD		3/12/2018				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Shirley Hastings
	ERIC	S	HOWARD		6/22/1997			howard_eric@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Rodney Adridge
	LESTER	HOWARD	HOWARD		1/22/2014				AUTOMOTIVE MECHANIC III	Public Works/Equipment Services	Joe Albright	Dale Denton
	MICHAEL	B	HOWARD		4/28/1997			scott@cityofgastonia.com	UTILITY LOCATOR	Electric/Electronic Services	Joe Albright	Shirley Hastings
	JERRY	WAYNE	HOWELL		2/4/2006			Howell_JerryW@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Kent Hammon
	JOE	TERRINA	HOWELL		2/8/2005				CUSTODIAN	Public Works/Bldg & Grounds	Date Denton	David Truitt
	ROBERT	L	HOWELL		11/18/2013				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves
	DANNY	LEMONY	HOYLE		10/21/2013				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Doug Barker
	STEVEN	DEAN	HOYLE		5/19/2014			Hoyle_Steven@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Thomas Doby
	BERNARD	ALLEN	HUDGINS		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	Schiele 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	DOUGLAS	HUDSPETH		1/16/2018				TREATMENT PLANT OPERATOR II	Water & Sewer/Water Treatment	Joe Albright	Dale Cobler
	DOUGLAS	L	HUFFMAN		2/4/2006			huffman_lee@cityofgastonia.com	FIRE/RIGHTER-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_Stanley@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jeffrey Queen
	ALYSSON	SMITH	HUMMEL		2/19/2018			alysonh@cityofgastonia.com	BENEFITS ADMINISTRATOR	Human Resources/Human Resources	Judy Smith	Judy Smith
	JOSHUA	CALEB	HUMPHREY		7/23/2018				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Trent Conrad
	ANGELA	PUTNAM	HUMPHRIES		7/14/2014			angela@cityofgastonia.com	BILLING SPECIALIST	Financial Services/Accounts Receivable	Crystal Certain	Billy Rhom
	RYAN	HOUSTON	HUNEYCUTT		7/18/2016				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Scott McClure
	JASON	D	HUNNICUTT		12/15/1997			jasonh@townofusdallas.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 Overby
	BRANDON	ALLEN	HUSKINS		3/19/2018				REFUSE COLLECTOR/RESERVE DRIVER	Solid Waste/Sanitation	Date Denton	Chris Adams
	BERNARD	W	HUSKINS		4/4/2005			abrown@cityofgastonia.com	BUSINESS PRACTICES ANALYST	Technology Services/Applications (Software)	Beverly Baker	Jessica Marshall
	MATTHEW	G	HUSS		11/22/2010				CREW CHIEF / PUBLIC WORKS	Stormwater/Operations	Date Denton	STEVE SHANNON
	MICHAEL	W	HUSS		12/12/2004			Huss_Michael@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Wendell Hendrix
	STEPHEN	D	HUSS		8/9/1999			steveh@cityofgastonia.com	FLEET BUSINESS SUPERVISOR	Transit/Maintenance	Date Denton	Cindy Forester
	STANLEY	LARRY	HYDE		6/5/2017				SENIOR PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Recreation	Cam Carpenter	Jerry Browning
	ELLEN	B	IEVOLI		1/14/2012				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	PATRICK	A	ISENHOUR		7/27/1998				LINE TECHNICIAN IV	Electric/Electric Line Maintenance	Joe Albright	Matt Lambert
	BRANDON	J	JACKSON		6/13/2017			brandon@cityofgastonia.com	ASSISTANT DIRECTOR OF INFORMATION TECHNOLOGY	Technology Services/Applications (Software)	Beverly Baker	Crystal Certain
	JOSHUA	CALEB	JACKSON		6/26/2017				LINE TECHNICIAN I	Electric/Electric Line Maintenance	Joe Albright	nta
	ALVARO	JAMES	JAMES		6/24/2004			james_alvaro@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Brain Atkins
	YVETTE	LOUISE	JAMES		10/17/2015			yvette@cityofgastonia.com	PAYROLL ASSISTANT	Financial Services/Accounting	Crystal Certain	Wendell Hendrix
	STEPHANIE	REAVES	JAMOLUIS		9/3/2013			jmoluis_stephanie@cityofgastonia.com	OFFICE ASSISTANT III	Police/Support Services	Chief Rob Helton	Ed Tiras
	GREGORY	WAGNER	JARRELL		5/16/2017			gregg@cityofgastonia.com	PLUMBER	Public Works/Bldg & Grounds	Date Denton	Wendell Hendrix
	DENNIS	SCOTT	JEFFERIES		8/20/1986				AUTOMOTIVE MECHANIC I	Public Works/Equipment Services	Date Denton	Roger Cable
	BRYON	DAVID	JENKINS		2/4/1995			Jenkins_Bryon@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	William Fontenberry
	COODY	WAYNE	JENKINS		4/20/2015			Jenkins_Coody@cityofgastonia.com	FIRE/RIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Charles Stewart
	DALETON	KELLY	JENKINS		6/5/2017				FIRE/RIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Kenneth Griffin
	KATHY	L	JENKINS		5/3/2003			kathy@cityofgastonia.com	MUNICIPAL OPERATIONS CENTER ADMINISTRATIVE MANAGER	Water & Sewer/Administration	Joe Albright	Joe Albright
	ROBERT	WYNNON 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/Electric Services	Joe Albright	Scott Phillips
	ANTHONY	E	JOHNSON		7/15/2013			johnson_anthony@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Kevin Putnam
	CHRISTINA	R	JOHNSON		9/1/2000			christina@cityofgastonia.com	OFFICE ASSISTANT I	Water & Sewer/Wastewater Treatment	Joe Albright	David Shellenbarger
	CLIFFORD	CHARLES	JOHNSON		7/8/2002			cliff@cityofgastonia.com	SENIOR SURVEYING TEAM LEADER	Development Services/Engineering	Rusty Boast	Gary Saine
	GREG	ALTON	JOHNSON		5/25/1995			greg@cityofgastonia.com	FATS, OIL, GREASE COORDINATOR I	Water & Sewer/Utilities Maintenance	Joe Albright	Brain Potok
	MICHAEL	JOHN	JOHNSON		2/24/1998			johnson_michael@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Patrick Salter
	PATRICIA	TAYLOR	JOHNSON		6/25/1999			patricia@cityofgastonia.com	KEEP GASTONIA BEAUTIFUL ADMINISTRATOR	Community Services/Keep Gastonia Beautiful	Vincent Wong	Vincent Wong
	STEPHANIE	JO	JOHNSON		3/17/2014				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 Boast	Gary 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 Boast	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 Bldg/Power Bld	Date Denton	EDWARD STROUD
	CANDICE	BROOKE	JORDAN		1/8/2018				MUSEUM PROGRAM SPECIALIST	Schiele Museum/Programs	Ann Tippitt	Tony Pasour
	CHARLES	NAN	JUNE		11/12/2007			justice@cityofgastonia.com	CREW CHIEF / PUBLIC WORKS	Water & Sewer/Street Maintenance	Date Denton	EDWARD STROUD
	CASEY	N	JUSTICE		6/27/2011			justice_casey@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Jonathan Halmon
	ROBERT	JUSTICE	JUNIOR		7/1/2014				METER SERVICE TECHNICIAN I	Financial Services/Keep Gastonia Beautiful	Crystal Certain	nta
	CHAD	NATHAN	KAY		3/2/2009			kay_chad@cityofgastonia.com	FIRE/RIGHTER-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
	GEORGE	KESTER	KELLY		4/16/2003				FACILITIES PLANT MECHANIC III	Water & Sewer/Utilities Maintenance	Joe Albright	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	KENNEDY		9/13/2016				SCHOOL CROSSING GUARD	Public Field Services	Chief Rob Helton	Rodney Adridge
	TERRY	S	KING		12/6/2014			terryk@townofusdallas.com	FIELD SUPERVISOR/HACILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Charles Graham
	MICHAEL	C	KIRKLAND		2/13/2001			mikek@cityofgastonia.com	CONSTRUCTION INSPECTOR	Development Services/Engineering	Rusty Boast	Joe Baker
	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	Shirley Hains
	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 / PUBLIC WORKS	Power Bldg/Power Bld	Date Denton	EDWARD STROUD
	DONNA	KIRKPATRICK	KIRKPATRICK		8/24/2013				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	James Thompson
	JODY	BLAIR	KISER		9/11/1995			jody@cityofgastonia.com	ELECTRIC UTILITY CREW SUPERVISOR	Electric/Electric Line Construction	Joe Albright	Rob Barger
	TAMMIE	S	KISER		1/22/2008			tammie@cityofgastonia.com	CUSTOMER SERVICE ANALYST	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	SURAN	C	KLUFTZ		1/7/1989			swan@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	Brain Atkins
	JOHN	A	KOPCZYNSKY		17/2017				FIRE/RIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Kent Hammon
	RAYMOND	J	KURTAK		4/18/1996			rayk@cityofgastonia.com	INFORMATION SYSTEMS ADMINISTRATOR	Technology Services/Applications (Software)	Beverly Baker	Brandon Jackson
	CHRISTOPHER	M	LACEY		2/1/2002			chris@cityofgastonia.com	SENIOR COMMUNICATIONS TECHNICIAN	Technology Services/Communications	Beverly Baker	Paul Pivett
	CHARLES	M	LAFOUNTAIN		1/6/2007				REFUSE COLLECTOR	Solid Waste/Sanitation	Date Denton	Wayne Hendrickson
	MICHAEL	LARI	LAI		2/4/2013			michael@cityofgastonia.com	SCHIELE MUSEUM/RECURVIST	Schiele Museum/Programs	Ann Tippitt	Tony Pasour
	DONNA	COX	LAMAR		3/14/1994			Lamar_Donna@cityofgastonia.com	PUBLIC INFORMATION SPECIALIST	Communications & Marketing	Rachel Bagley	Rachel Bagley
	MATTHEW	J	LAMBERT		9/3/1996			matt@cityofgastonia.com	ELECTRIC UTILITY CREW SUPERVISOR	Electric/Electric Line Maintenance	Joe Albright	Rob Barger
	ZACKARY	JOE	LAMBERT		8/7/2017				GROUND MAINTENANCE WORKER I	Parks & Cultural Svcs/Athletics	Cam Carpenter	Justin Parker
	JAMES	LANDIS	LANE		6/29/2001			Lane_James@cityofgastonia.com	FIRE/INSPECTOR I	Fire/Operations	Chief Phil Welch	Charles Stewart
	NICHOLAS	ANDREW	LANE		12/12/2011			lane_nick@cityofgastonia.com	FIRE/RIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Kenneth Griffin
	RANDALL	SCOTT	LANE		3/16/2015				AUTOMOTIVE MECHANIC III	Public Works/Equipment Services	Date Denton	Roger Cable
	JOHNNY	W	LANKLEY		9/16/2006			johnny@townofusdallas.com	FACILITIES PLANT MECHANIC III	Water & Sewer/Utilities Maintenance	Joe Albright	Terry King
	BRENT	DWAYNE	LANKFORD		1/20/1991			lankford_brent@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Paul Bomm
	MICHAEL	BRIAN	LARI		3/14/1994			Lari_Michael@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	Dale Cobler
	DEBRA	J	LAWSON		9/23/2000				CUSTODIAN	Public Works/Bldg & Grounds	Date Denton	David Truitt
	ANGEL	MILLER	LEAK		7/22/2017				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	STACY	MITCHELL	LEATHERMAN		4/11/2016				TRAFFIC SERVICES TECHNICIAN I	Public Works/Public Works	Date Denton	JOLY THOMPSON
	ZACHARY	JAMES	LECHETTE		9/14/2015			lechette_zach@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Kath McCall
	ANGELA	KENDRICK	LEDORF		3/22/1993			angel@cityofgastonia.com	FLEET SERVICES SPECIALIST	Public Works/Equipment Services	Date Denton	Cindy Forester
	COODY	TYLER	LEDORF		8/27/2018				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Overby
	JUSTIN	BRIAN	LEDORF		2/6/2016				CIVIL ENGINEER I	Development Services/Engineering	Rusty Boast	Jason Wilkins
	ROBERT	PAYTON	LEDORF		8/31/2015				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 Johnson
	JOSHUA	BLAKE	LEFEVRE		8/6/2012			lefevers_josh@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Eric Howard
	JULIAN	NAN	LEHMAN		7/30/2007			julian@cityofgastonia.com	CASE MANAGEMENT SPECIALIST/SISTER CITIES COORDINATOR	Community Services/Sister Cities	Vincent Wong	Vincent Wong
	GLENDA	NAN	LEITON		5/1/2017				CUSTOMER SERVICE REPRESENTATIVE I	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	DOUGLAS	WILLIAM	LEWIS		7/24/2017				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Doug Barker
	RANDALL	A	LEWIS		12/20/1993			Lewis_Randall@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Ed Tiras
	MICHAEL	A	LEWIS JR		1/16/2003			lewis_michael@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Craig Singer
	JOE	KEITH	LINBERGER		5/6/2014			keith@cityofgastonia.com	CIVIL ENGINEER II	Development Services/Engineering	Rusty Boast	Jason Wilkins
	NDAH	DAWSON	LINBERGER		12/1/2017				LINE TECHNICIAN I	Electric/Underground Line Construction	Joe Albright	Scott Phillips
	JIMMY	HOWARD	LINMAN		10/22/2007			jimmy@cityofgastonia.com	ASSISTANT DIVISION MANAGER PUBLIC WORKS	Power Bldg/Power Bld	Date Denton	Dale DENTON
	DAVID	VAUGHN	LINGFELT		12/6/2011			lingfelt_david@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Fred McMurray
	LARRY	RANDALL	LINGFELT		4/2/2012			larry@cityofgastonia.com	NURSANCE ABATEMENT OFFICER I	Development Services/Building Support	Rusty Boast	Brain Pruitt
	TYSON	GORDON	LINGERFELT		7/28/2008				LINE TECHNICIAN IV	Electric/Electric Line Construction	Joe Albright	Jody Kiser
	JAMES	EMANUELE	LIPSCOMB		12/15/2014				MOTOR EQUIPMENT OPERATOR I PUBLIC WORKS	Power Bldg/Power Bld	Date Denton	EDWARD STROUD
	CHARLES	NAN	LITTLEJOHN JR		5/20/198				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	JEFFREY	S										

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		8/27/2018				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Doug Barker
	DAVID	E	LUOTO		9/7/1999			luoto_david@cityofgastonia.com	AUTOMOTIVE SERVICE ATTENDANT	Police/Support Services	Chief Rob Helton	Paul Smith
	DAVID	BENTLEY	LUTZ		7/27/2015			lutz_david@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Scott McClure
	DAVID	R	LUTZ		11/11/1986				LINE TECHNICIAN IV	Electric/Electric Service	Joe Albright	Michael St. Thomas
	DEREK	W	LUTZ		9/1/2015				AUTOMOTIVE MECHANIC II	Public Works/Equipment Services	Dale Denton	Roger Cable
	GARY	CLAUDE	MABRY		2/9/2015			gary@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		4/9/1989			glenn@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Michael St. Thomas
	CHRISTOPHER	DOUGLAS	MACKEY		11/6/2017			MacKay_Christopher@cityofgastonia.com	POLICE OFFICER II	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		12/28/2015				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		5/26/2015				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	ALAN	BENARD	MARLOWE		10/10/2005				CREW CHIEF PUBLIC WORKS	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Wright
	JESSICA	GHEINT	MARSHALL		8/29/2011			jessicam@cityofgastonia.com	INFORMATION SYSTEMS ADMINISTRATOR	Technology Services/Applications	Beverly Bleker	Brandon Jackson
	MAX	ZAHN	MARSHALL		8/27/2018				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 Bleker	Ray Kurkuk
	JARAMS	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	MARSHY	MASSEY		8/29/2005				AUTOMOTIVE MECHANIC II	Public Works/Equipment Services	Dale Denton	Devin
	CARLA	MEGAN	MASTRO-SMITH		6/23/2008			mastro_carla@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Adrienne Walker-Hall
	LEON	TAVERAS	MATTHEWS		5/9/2005			matthews_leon@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Matthew Young
	PAUL	MATTOX	MATTHEWS		4/18/2018			mattho_paul@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Bryan Samney
	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			stamm@cityofgastonia.com	CURATOR OF ANTHROPOLOGY/RESEARCH COORDINATOR	Schiele Museum/Programs	Ann Tippett	Karl McKinnon
	JAMES	L	MAY II		6/2/2008			jimmym@cityofgastonia.com	CONSTRUCTION INSPECTOR	Development Services/Engineering	Rusty Bost	Joe Bleker
	ANDREW	CARLTON	MCBRIDE		9/5/2017				FIRE FIGHTER-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	KELLY RICE	MCCARTER		1/25/2016				RECREATION CENTER LEADER	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Judy Griffin
	CAMERON	LEE	MCCASLIN		2/6/2017				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Chris Thompson
	ELLEN	MCCLEAN	MCCLEAVE		4/14/2006			McCleav_Ellen@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II	Police/Support Services	Chief Phil Welch	Chris Thompson
	DLAND	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
	MERRON	JONATHAN	MCCLEAVE		10/10/2005				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	DANIEL	SCOTT	MCCLEAVE		9/8/2009			scottmcc@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	David Butler
	DARRYL	A	MCCLEAVE		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 Bleker	Tim Morrow
	DEVIN	MAURICE	MCCORMACK		3/13/2018				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Shelley Hiestand
	JANIS	E	MCCORMACK		12/7/2015				POLICE RECORDS SPECIALIST I	Police/Support Services	Chief Rob Helton	Janet Griffin
	JARON	DEMORRIS	MCCORMACK		4/3/2017				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Chris Adams
	ALAN	SHIMBAZZ	MCCORMACK		3/19/2015			stamm@cityofgastonia.com	COMPUTER SUPPORT TECHNICIAN I	Technology Services/Infrastructure	Beverly Bleker	Ken Wright
	CYNTHIA	KOLLAH	MCKAY		7/10/1989			mckay_cynthia@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Harold Smith
	MICHAEL	A	MCKAY		9/2/1997			McKay_Mike@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Synthia Klemm
	KARL	LUTHER	MCKINNON		7/2/2007			karlm@cityofgastonia.com	ASSISTANT DIRECTOR OF SCHELE MUSEUM	Schiele Museum/Administration	Ann Tippett	Ann Tippett
	JANA	COLLEEN	MCKINNON		4/6/2015				SENIOR PLANNER	Development Services/City Planning	Rusty Bost	Jason Thompson
	HUEY	A	MCKILLAN		6/6/1983			huym@cityofgastonia.com	TRAFFIC OPERATIONS MANAGER	Public Works/Public Works	Dale Denton	DALE DENTON
	HEATH	P	MCKILLAN		11/15/1989			McKilian_Heath@cityofgastonia.com	POLICE SERGEANT	Police/Support Services	Chief Rob Helton	Ed Lunge
	ANETTE	L	MCMURRAY		3/19/2012			annetm@cityofgastonia.com	LABORATORY SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	David Shellenbarger
	FRED	DILLARD	MCMURRAY II		2/19/1996			McMurray_Fred@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Rodney Aldridge
	CHRISTIAN	MICHAEL	MCHANE		4/10/2017				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Scott McClure
	THOMAS	BERNARD	MCHANE		6/14/2013				LAKE ATTENDANT	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Skip Youngblood
	RICHARD	N	MCREE		9/14/2015			McRae_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
	DERICK	MELIX	MELTON		12/15/2008			melix_derick@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Kevin Patton
	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
	WYNNE	MEREDITH	MERRELL		9/10/2018			stamm@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Laura Bergsma
	SANDRA	MASON	MERRILL		8/7/2005			stamm@cityofgastonia.com	MANNING/CAYENTA BILLING SPECIALIST II	Water & Sewer/Administration	Joe Albright	Kathy Jenkins
	CARRIE	M	MESSINGER		5/27/2006			carriem@cityofgastonia.com	WAREHOUSE TECHNICIAN	Financial Services/Purchasing	Crystal Certain	Jeff Lloyd
	BILLY	WAYNE	MESSER		9/13/1993			waynem@cityofgastonia.com	LINE TECHNICIAN IV	Electric/Electric Service	Joe Albright	Scott Phillips
	CHRISTOPHER	BOYD	MESSICK		8/20/2016				PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Chris Adams
	MICHAEL	STEPHEN	MICALER		5/26/2015			hmam@cityofgastonia.com	ELECTRICIAN II	Public Works/Rdgs & Grounds	Dale Denton	Mike Mason
	RYAN	TYLERA	MILLER		4/30/2018				BUS DRIVER	Transit/ADA Programs	Vincent Wong	Stephanie Barnett
	RAYMOND	JOHN	MILLER JR		5/11/2015				LINE TECHNICIAN IV	Electric/Electric Line Maintenance	Joe Albright	Shane Helm
	CHEYEN	LEE	MILLS		8/14/2018				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	TRAVIS	BENTLEY	MINTZ		10/1/2007				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Chris Adams
	REBECCA	NMN	MINTZ		7/9/2007			beckym@cityofgastonia.com	CASE MANAGEMENT SPECIALIST-CODE ENFORCEMENT	Development Services/Building Support	Rusty Bost	Brian Pruitt
	KEVIN	N	MONTEITH		6/19/2006				TREATMENT PLANT OPERATOR III	Water & Sewer/Water Treatment	Joe Albright	Dale Cobler
	JACOB	STEELE	MODDY		10/16/2017				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves
	JOHNNY	E	MOONEY		11/15/2010			johnnym@cityofgastonia.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Shelley Hiestand
	JASTIN	SCOTT	MOORE		9/21/2015				LANDSCAPE TECHNICIAN II	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Wright
	KATHY	S	MOORE		9/10/2018				CUSTODIAN	Public Works/Rdgs & Grounds	Dale Denton	David Tunn
	SHAWN	ANTHONY	MOORE		5/12/2007			shawnm@cityofgastonia.com	WAREHOUSE SUPERVISOR	Financial Services/Warehouse	Crystal Certain	Lindsay Howe
	TRENTON	JOHN	MOORE		9/13/2018				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Trent Conrad
	MARVIN	C	MOORE III		9/3/2016			marvinm@cityofgastonia.com	FACILITIES MAINTENANCE ELECTRICIAN	Water & Sewer/Utilities Maintenance	Joe Albright	Brian Potolski
	ROBERT	MOORE	MOORE		11/4/2017			moore_r@cityofgastonia.com	POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Scott Phillips
	MARK	A	MORGAN		5/18/2015				AUTOMOTIVE MECHANIC II	Public Works/Equipment Services	Dale Denton	Roger Cable
	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				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Easter
	FRANKLIN	D	MORROW		3/6/2017			morrow_robert@cityofgastonia.com	FIRE FIGHTER-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 Bleker	Beverly Bleker
	WILLIAM	CHARLES	MORROW		5/3/2017			morrow_charles@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Stanley Huffstatter
	RONALD	MOSS	MOSS		4/10/2017				RECORD CROSSING GUARD	Police/Field Services	Chief Rob Helton	Paul Smith
	JOHN	R	MOSS		5/21/2011				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	NOLAN	MUELLER JR		1/26/1991			muellem@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Eric Curtis
	REBECCA	MOORE	MURPHY		2/20/2002			rebeccam@cityofgastonia.com	MUSEUM RECEPTIONIST	Schiele Museum/Administration	Ann Tippett	Karl McKinnon
	ANTONIO	MENDEZ	MURPHY		4/10/2017				ASSISTANT RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Danny 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		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	RANCE	NANCE		12/14/2015				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Michael McHenry
	TODD	S	NANNY		10/14/2002				TREATMENT PLANT OPERATOR III	Water & Sewer/Water Treatment	Joe Albright	Dale Cobler
	TAREK	E	NANVARD		7/10/2006			tarek@cityofgastonia.com	GIS ANALYST II	Electric/Administration	Joe Albright	Ron Gaff
	AMANDA	NICOLE	NEESE		5/3/2005			neese_amanda@cityofgastonia.com	POLICY AND RESEARCH ADMINISTRATOR	Police/Support Services	Chief Rob Helton	Rob Helton
	MICHAEL	NEURIS	NEURIS		9/14/2015			michaeln@cityofgastonia.com	BUILDING MAINTENANCE FIELD SUPERVISOR	Public Works/Rdgs & Grounds	Dale Denton	Stephen Webster
	CHARLES	E	NELSON		11/14/2011			nelson_eric@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Rodney Aldridge
	JOSE	R	NERIS		12/20/01			joern@cityofgastonia.com	CONSTRUCTION INSPECTOR	Development Services/Engineering	Rusty Bost	Joe Bleker
	CHARLES	S	NICHOLS		12/8/1997			scott@cityofgastonia.com	LINE TECHNICIAN IV	Electric/Electric Service	Joe Albright	Scott Phillips
	DAVID	BRITTS	NICHOLSON		3/24/2014			David@cityofgastonia.com	COMMUNICATIONS INFRASTRUCTURE TECHNICIAN	Technology Services/Communications	Beverly Bleker	Paul Pivett
	STEPHEN	A	NOLDS		9/26/2005			andym@cityofgastonia.com	COMPUTER SUPPORT TECHNICIAN I	Technology Services/Infrastructure	Beverly Bleker	Ken Wright
	BARRY	SCOTT	NORMAN		11/15/2006				CREW CHIEF PUBLIC WORKS	Power Bill/Power Bill	Dale Denton	STEVE SHANNON
	KEVIN	R	NORRIS		3/20/2014				CREW CHIEF PUBLIC WORKS	Power Bill/Power Bill	Dale Denton	EDWARD STROUD
	JEFFREY	SCOTT	NORRIS		8/6/2018				GROUNDS MAINTENANCE WORKER I	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Jerry Browning
	STEVEN	W	NORRIS		1/8/1991			stevem@cityofgastonia.com	ELECTRIC UTILITY OPERATIONS SUPERVISOR	Electric/Substations	Joe Albright	Gene Jones
	ANTHONY	S	NORTON		4/19/2004			norton_scott@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Reid Bradford
	SANDRA	F	NORTON		6/14/1996				ATTENDANT I	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Judy Griffin
	HANNAH	DIANNE	OATES		8/24/2015				LABORATORY TECHNICIAN IV	Water & Sewer/Water Treatment	Joe Albright	Stephanie Johnson
	TRACY	HERNANDEZ	OATES		5/15/1993			oates				

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
	AJLO	MARCELINO	PARADES		19/2017			ajlo@cityofgastonia.com	PLANNER	Development Services/Transportation Planning	Rusty Bost	Jason Thompson
	CHRISTOPHER	H	PARHAM		6/6/2011				SENIOR PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Justin Parker
	ROBIN	H	PARHAM		8/6/2014			robin@cityofgastonia.com	ADMINISTRATIVE ASSISTANT I	Parks & Cultural Svcs/Administration	Cam Carpenter	Cam Carpenter
	DAVID	ALAN	PARKER		6/20/2018				MUSEUM PROGRAM SPECIALIST	Schiele Museum/Programs	Ann Tippitt	Tony Passour
	JUSTIN	RAY	PARKER		7/16/2011				PARK MAINTENANCE SUPERVISOR	Parks & Cultural Svcs/Athletics	Cam Carpenter	Jerry Browning
	KENNETH	WAYNE	PARKER		4/11/2016				CONSTRUCTION WORKER II	Water & Sewer/Street Maintenance	Date Denton	EDWARD STROUD
	LAUREN	ALEXIS	PARKER		6/11/2018			lauren@cityofgastonia.com	ASSISTANT RECREATION PROGRAM SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Andy Starr
	STEVEN	NMN	PARKER		6/16/2014				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Oswenby
	ROBBIN	SHEPHERD	PARKS		10/24/2016			robbs@cityofgastonia.com	CUSTOMER SERVICE REPRESENTATIVE II	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	CYNTHIA	J	PARROTT		6/20/2006				MUSEUM RECEPTIONIST	Schiele Museum/Programs	Ann Tippitt	Karl McKinnon
	ABRAHAM	M	PASOUR		7/6/2001			pasour_abe@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Byron Summey
	TONY	E	PASOUR		5/15/2000			tony@cityofgastonia.com	HEAD OF INTERPRETATION	Schiele Museum/Programs	Ann Tippitt	Byron Summey
	ANDREW	ELIAS	PATE		3/14/2011			ate_andr@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Nancy Caperton
	DAMON	A	PATRIGNELLI		9/10/2018				METER REPAIR TECHNICIAN	Water & Sewer/Customer Service	Joe Albright	Jackie Hendricks
	JODY	LYNN	PALKK		1/11/2014				BUS DRIVER	Transit/ADA Paratransit	Vincent Wong	Stephanie Barnett
	CHRISTOPHER	D	PAYNE		11/30/1998			chrip@cityofgastonia.com	COMPUTER SUPPORT TECHNICIAN II	Technology Services/Infrastructure	Beverly Bleker	Eric Nelson
	JONATHAN	TODD	PAYTON		8/19/2013			jonathand@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Eric Nelson
	DAVID	WAYNE	PEACE		3/22/2010			david@cityofgastonia.com	COMMUNICATIONS SYSTEMS ENGINEER	Technology Services/Communications	Beverly Bleker	Paul Privett
	JUSTIN	T	PEARSON		4/28/2014			JustinT@worknusautilities.com	FIELD SUPERVISOR I-SYSTEMS MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Ron Cook
	MICHAEL	G	PEARSON		2/9/1998			pearson_mike@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Kenneth Griffin
	WILLIAM	M	PELER		6/7/2004			peeler_marc@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Paul Smith
	MIRIAM	J	PENN		2/12/2007			penn_miriam@cityofgastonia.com	POLICE RECORDS SPECIALIST II	Police/Support Services	Chief Rob Helton	Janet Griffin
	MATTHEW	CHARLES	PEOPLES		1/26/2015			mchaps@cityofgastonia.com	CITY MANAGER	City Manager	Michael Peoples	City Council
	RICHARD	N	PEREZ		8/11/2014			perez_rich@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Eric Nelson
	JOHN	CLARK	PETTY		10/16/2006				MOTOR EQUIPMENT OPERATOR I-UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Justin Pearson
	HUE	THANH	PHAM		10/4/2004			huap@cityofgastonia.com	SENIOR SOFTWARE DEVELOPER & DATABASE ANALYST	Technology Services/Applications (Software)	Beverly Bleker	Jessica Marshall
	BRANDON	DWIGHT	PHILBECK		6/20/2016				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Justin Pearson
	BRANDON	SCOTT	PHILLIPS		6/28/2010			Brandon@cityofgastonia.com	LINE TECHNICIAN I	Electric/Electric Line Construction	Joe Albright	Matt Lambert
	CHAD	ADAM	PHILLIPS		7/11/2005			chad@cityofgastonia.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Justin Pearson
	CHARLES	SCOTT	PHILLIPS		10/24/1994			scott@cityofgastonia.com	ELECTRIC UTILITY OPERATIONS SUPERVISOR	Electric/Electric Service	Joe Albright	Gene Jones
	HUNTER	SETH	PHILLIPS		6/4/2016				GROUNDS MAINTENANCE WORKER I	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Jerry Browning
	MATTHEW	PHILIP	PHILIPS		12/22/2007			Phillips_Matth@cityofgastonia.com	MANAGED SERVICE TECHNICIAN II	Police/Support Services	Chief Rob Helton	Amanda Westcott
	WESTLEY	ROBERT	PITCHFORD		1/31/2011			pitchford_wesley@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Wilson
	AARON	GUY	PLANTON		14/2016				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Oswenby
	JAMES	G	PLUMMONS		2/15/2001				LANDSCAPE TECHNICIAN II	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Exalt
	SHELLIE	RENEE	POOLE		1/11/2016				LABORATORY TECHNICIAN III	Water & Sewer/Wastewater Treatment	Joe Albright	Amanda McCarty
	LEX	A	POPOVICH		12/12/2005			popovich_lex@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Keith McCabe
	BRIAN	J	POTOCKI		10/8/2001			brianp@cityofgastonia.com	ASSISTANT DIRECTOR OF PUBLIC UTILITIES	Water & Sewer/Utilities Maintenance	Joe Albright	Joe Albright
	KENNETH	R	POTTER		5/21/2018				ELECTRICIAN I	Water & Sewer/Utilities Maintenance	Joe Albright	Terry King
	PHILLIP	RUSSELL	POTTER		9/5/2017				LINE TECHNICIAN I	Electric/Electric Service	Joe Albright	Scott Phillips
	HOLDEN	PHILIP	PRATER		1/11/2016			prater_holden@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Laura Biggestaff
	BRANDON	S	PRESSLEY		7/12/2004			pressley_brandon@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Kent Foy
	CALIB	LEE	PRICE		8/10/2012			price_calib@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Chris Wadsworth
	DAVIN	PRICE	PRICE		6/23/2014			price_davin@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Matthew Johnson
	PAUL	WESLEY	PRIVETT		4/8/1991			paul@cityofgastonia.com	COMMUNICATIONS SUPERVISOR	Technology Services/Communications	Beverly Bleker	Beverly Bleker
	BRADLEY	DEAN	PROBST		5/14/2018				GROUNDS MAINTENANCE WORKER I	Parks & Cultural Svcs/Athletics	Cam Carpenter	Jerry Browning
	ARNOLD	K	PROBST JR		9/9/2013				AUTOMOTIVE MECHANIC II	Transit/Maintenance	Date 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			brianp@cityofgastonia.com	BUILDING CODES ADMINISTRATOR	Development Services/Building Support Svcs	Rusty Bost	Rusty Bost
	JONATHAN	REID	PRUITT		3/12/2018				SENIOR MOTOR EQUIPMENT OPERATOR- SANITATION	Solid Waste/Sanitation	Date Denton	Wayne Hendrickson
	RAEELA	BROOKS	PRUITT		2/13/2017				CUSTOMER	Public Works/Bldg & Grounds	Date Denton	David Truett
	BRANDON	G	PUTNAM		7/7/2014			brandon@cityofgastonia.com	CODE ENFORCEMENT OFFICIAL IV	Development Services/Building Support Svcs	Rusty Bost	Brian Pruitt
	JASON	K	PUTNAM		11/4/2000			jason@cityofgastonia.com	ZONING OFFICER	Development Services/City Planning	Rusty Bost	Jason Thompson
	KEVIN	K	PUTNAM		2/19/1996			Kevin_K@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Max Lee
	RYAN	A	PUTNAM		6/11/2001			putnam_ryan@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Craig Singer
	JAMES	FLOYD	QUEEN		3/6/1995			Queen_Jimmy@cityofgastonia.com	BATTALION CHIEF	Fire/Operations	Chief Phil Welch	Mark Rutherford
	JEFFREY	BRETT	QUEEN		8/21/1995			Queen_Jeff@cityofgastonia.com	BATTALION CHIEF	Fire/Operations	Chief Phil Welch	Mark Rutherford
	JACKLYN	ALECA	QUINLEY		7/14/2005			Quinley_Jack@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Scott Nelson
	JOEY	ETHAN	QUINN JR		1/17/2017			joey@cityofgastonia.com	GIS ANALYST	Water & Sewer/Utilities Maintenance	Joe Albright	Brian Potocki
	SARA	CATLIN	RAMSEY		4/30/2016			ramsey_catlin@cityofgastonia.com	POLICE RECORDS SPECIALIST I	Police/Support Services	Chief Rob Helton	Janet Griffin
	RYAN	RAMON	RAND		1/5/2008			rand_ryan@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Byron Summey
	MATTHEW	ROBERT	RATCHEFORD		7/7/2014			ratcheford_matt@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Brian Atkins
	JOHN	BRENT	RATCHEFORD II		2/21/2011				ENGINEERING TECHNICIAN II	Development Services/Engineering	Chief Rob Helton	Tucker Johnson
	STEVEN	DALE	RECTOR JR		7/24/2017				METER REPAIR TECHNICIAN	Water & Sewer/Customer Service	Joe Albright	Jackie Hendricks
	ALTON	REISE	REISE		8/19/1991				SCHOOL CROSSING GUARD	Police/Field Services	Chief Rob Helton	Reid Butler
	BENJAMIN	W	REISE		6/26/2017			reise_ben@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Laura Biggestaff
	JORDAN	W	REISE		7/25/2011			reise_jordan@cityofgastonia.com	POLICE OFFICER I	Police/Support Services	Chief Rob Helton	Brian Bruckert
	TERRY	A	REIS		10/17/2016			reis_terry@cityofgastonia.com	ASSISTANT FIRE MARSHAL I	Fire/Arts Safety	Chief Phil Welch	Chris Wadsworth
	LIP	MARLENE	REYES		9/25/2006			lip@cityofgastonia.com	PERMIT SPECIALIST	Development Services/Building Support Svcs	Rusty Bost	Brian Pruitt
	GREGORY	S	REYNOLDS		3/24/2014			greg@cityofgastonia.com	CREW CHIEF I-PUBLIC WORKS	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Exalt
	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				LINE TECHNICIAN IV	Electric/Street Lights	Joe Albright	Scott Phillips
	MOABE	RYNNE	RHYNE		9/12/2014				BUILDING CART TAKER	Schiele Museum/Operations	Ann Tippitt	Mark Russell
	MICHAEL	COSTNER	RHINE		3/2/2014				AUTOMOTIVE SERVICE ATTENDANT	Transit/Maintenance	Date Denton	Steve Huss
	DYLAN	MARRELL	RICE		6/6/2016				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Aaron Wulster
	BENJAMIN	ANDREW	RICHARDSON		8/3/2015				LINE TECHNICIAN IV	Electric/Electric Line Maintenance	Joe Albright	Jody Kiser
	CATHERINE	COOK	RICHARDSON		6/23/2009			catherine@cityofgastonia.com	BELLING TECHNICIAN	Financial Services/Accounts Receivable	Crystal Certain	Billy Brown
	TRAVIS	C	RICHARDSON		3/12/2001			correy@cityofgastonia.com	ELECTRICAL SUBSTATION TECHNICIAN I	Electric/Substations	Joe Albright	Steve Norris
	LUIS	ENRIQUE	RIVERA		10/9/2006				MOTOR EQUIPMENT OPERATOR I-UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Warehouse (light duty)
	VERONICA	CROSBY	ROBBINS		7/7/2018				BUS DRIVER	Transit/ADA Paratransit	Vincent Wong	Stephanie Barnett
	CALEEN	LOUISE	ROBERTS		10/15/2014				ADMINISTRATIVE ASSISTANT II	Development Services/City Planning	Rusty Bost	Jason Thompson
	JEFFREY	S	ROBERTS		9/8/2014				TREATMENT PLANT OPERATOR III	Water & Sewer/Wastewater Treatment	Joe Albright	Doug Barker
	BILLY	W	ROBINSON		4/10/1984				TRAFFIC SERVICES TECHNICIAN II	Public Works/Public Works	Date Denton	JOEY THOMPSON
	DAVID	ROBINSON	ROBINSON		12/10/1994			robinson_david@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jody Kiser
	WILLIAM	K	ROBINSON		5/17/2004			robinson_will@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Ed Walters
	ANTHONY	LAZARO	RODRIGUEZ		10/3/2005			rodriguez_antonio@cityofgastonia.com	FIRE FIGHTER-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	ROLLINS	ROLLINS		6/12/2011			rollins_lucas@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Byron Summey
	ROBERT	B	ROLLINS		18/2018				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Trent Conrad
	STEPHEN	ANDREW	ROLLINS		11/23/2010			rollins_stephen@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Thomas Doby
	BENJAMIN	ROPER	ROPER		5/20/2006			roper_ben@cityofgastonia.com	POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Shane Jones
	ELIANE	GIBSON	ROPER		6/20/1999			roper_eliane@cityofgastonia.com	POLICE RECORDS SPECIALIST II	Police/Support Services	Chief Rob Helton	Janet Griffin
	LOLITA	BROWN	ROSEBORO		6/20/2011			silbab@cityofgastonia.com	GENERAL LEDGER ACCOUNTANT	Financial Services/Accounting	Crystal Certain	Wendell Hendrix
	DOUGLAS	MCGUIRE	ROSS		6/23/2018				LANDSCAPE TECHNICIAN I	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Tripp White
	TED	HENRY	ROSS		5/21/2005			ted@cityofgastonia.com	RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Andy Starr
	DAVID	AUSTIN	ROWLAND		1/12/2009			rowland_david@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Patrick Spiker
	DAVID	KENNETH	ROWLAND		8/14/1995			david@cityofgastonia.com	ASSISTANT DIVISION MANAGER-WATER TREATMENT/WATER QUALITY	Water & Sewer/Water Treatment	Joe Albright	Ed Cross
	ZACHARY	NOAH	ROWLAND		7/29/2013				SURVEYING TECHNICIAN II	Development Services/Engineering	Rusty Bost	Cliff Johnson
	DUSTIN	L	RUDISILL		4/9/2001			rudist_dustin@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jimmy Queen
	MARK	C	RUDISILL		10/5/1998			mark@cityofgastonia.com	MAINTENANCE & SECURITY MANAGER	Schiele Museum/Operations	Ann Tippitt	Karl McKinnon
	KENNY	WAYNE	RUFF		12/14/1998			kenny@cityofgastonia.com	SENIOR SOFTWARE DEVELOPER & DATABASE MANAGER	Technology Services/Applications	Beverly Bleker	Brandon Jackson
	DEBRA	GEORGE	RUFFIN		14/1997			debraann@cityofgastonia.com	UTILITY BILLING ANALYST	Financial Services/Accounts Receivable	Crystal Certain	Billy Brown
	MARK	ALLEN	RUMFORD		1/29/1991			rumford_mark@cityofgastonia.com	DEPUTY FIRE CHIEF	Fire/Administration	Chief Phil Welch	Chris Wadsworth
	GEORGE	R	SADLER		3/6/2000				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power Bldg/Power Bld	Date Denton	STEVE SHANNON
	GARY	VICTOR	SAINE		4/25/1994			gary@cityofgastonia.com	CITY ENGINEER	Development Services/Engineering	Rusty Bost	Rusty Bost
	JACOB	LEE	SAISING		7/10/2017				REFUSE COLLECTOR	Solid Waste/Sanitation	Date Denton	Wayne Hendrickson
	NODEL	NMN	SANTOYO		7/30/2018				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Paul Smith
	JASON	KNOX	SARRAT		2/12/2010			sarrat_jason@cityofgastonia.com	POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Doug Carpenter
	STEPHANIE	B	SCHERER		7/8/1998			stephanie@cityofgastonia.com	DIVISION MANAGER-WASTEWATER TREATMENT	Water & Sewer/Wastewater Treatment	Joe Albright	Wayne Hendrickson
	RUSSELL	CALVIN	SCHLICK		7/28/2014			Schlick_Russell@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Laura Biggestaff
	TRACY	KARENA	SCHNEIDER		12/30/2002			tracy@cityofgastonia.com	HUMAN RESOURCES COORDINATOR	Human Resources/Human Resources	Judy Smith	Judy Smith
	JOHN	E	SCHNEIDER II		7/10/2017				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power Bldg/Power Bld	Date Denton	STEVE SHANNON
	ROBERT	BENJAMIN	SCURRY II		7/23/2018				SYSTEMS MAINTENANCE TECHNICIAN I	Water & Sewer/Utilities Maintenance	Joe Albright	Stefling Hastings
	ERIC	CLAY	SEAGLE		1/12/2009			seagle_eric@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Wayne Black
	DENNIS	GERALD	SEAGRAVES		8/30/1993			dennison@cityofgastonia.com	PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Tripp White
	VICTOR	HAROLD	SEARFOSS	</								

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	SHANDLER		8/27/2007			jimmies@cityofgastonia.com	COMMUNICATIONS TECHNICIAN	Technology Services/Communications	Beverly Becker	Paul Privitt
	JEANNE	W	SHUFORD		12/13/1995			jeannes@cityofgastonia.com	TREASURY & GRANTS MANAGER	Financial Services/Revenue Administration	Crystal Certain	Susan Klutz
	GLORIA	DIANE	SHUMATE		11/29/2014			dianes@cityofgastonia.com	HUMAN RESOURCES CUSTOMER SERVICE REPRESENT	Human Resources/Human Resources	Judy Smith	Judy Smith
	JOAN	E	SIMMONS		5/20/1996			jeans@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 Passour
	CRAG	EDWARD	SINGER		4/6/2007			crag_e@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	David Bradford
	MATHEW	BENTON	SINGLETON		12/6/1999			matthews@cityofgastonia.com	FIELD SUPERVISOR I-SYSTEMS MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Ron Cook
	SARA	ELIZABETH	SLAUGHTER		9/25/2017			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				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Byron Summy
	DONNA	P	SMITH		8/23/1999			donnasmith@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Water & Sewer/Water Treatment	Chief Rob Helton	Rob Helton
	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			asha@cityofgastonia.com	CITY ATTORNEY	City Attorney	Ash Smith	City Council
	PHILIP	H	SMITH		6/19/1999			smith_philip@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	James Barnett
	PRESTON	DEAN	SMITH		5/30/2017				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	TERESA	I	SMITH		7/25/2005			teresas@cityofgastonia.com	CUSTOMER SERVICE SPECIALIST	Solid Waste/Administration	Date Denton	Lauren Hinely
	THOMAS	WATSON	SMITH III		7/6/2007			thomas@cityofgastonia.com	CONSTRUCTION INSPECTOR	Development Services/Engineering	Rusty Boat	Joe Baker
	KEVIN	SMITH	JR		1/4/2010			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
	CECIL	PRINCE	SMITH JR		5/26/2015				WEEKEND OPERATIONS AND SECURITY	Schiele Museum/Operations	Ann Tippitt	Mark Russell
	MARIONAH	LYNN	SMITHWORK		7/26/2014				DISPATCHER	Transit/Administration	Vincent Wong	Stephanie Barnett
	DALENE	DALENE	SNIPES		8/16/2010				CUSTOMER	Parks & Cultural Svcs/Recreation	Cam Carpenter	Judy Smith
	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 Passour
	DAVARUS	SHAUNTE	SOUTHERN		5/30/2006			southern_shaunte@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Reid Bradford
	PATRICK	Z	SPINKER		4/29/2013			Spink_Patrick@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Reid Bradford
	JOE	CLIFFORD	SPINER		12/14/2009				CREW CHIEF - PUBLIC WORKS	Power/Bldg/Power Bldg	STEVE BROWNING	STEVE BROWNING
	SCOTT	ALLEN	SPIVAK		9/10/2018				PLANETARIUM PROGRAM PRESENTER	Schiele Museum/Programs	Ann Tippitt	William Snyder
	MICHAEL	S	SPRIGGS		6/21/1999				TREATMENT PLANT OPERATOR III	Water & Sewer/Water Treatment	Joe Albright	Date Cobler
	MICHAEL	ST	THOMAS		4/8/2009			stthomas_michael@cityofgastonia.com	CAPTAIN	Fire/Operations	Chief Phil Welch	Jody Kasten
	ANDREW	J	STARR		12/30/2013			andys@cityofgastonia.com	ASSISTANT DIRECTOR OF PARKS/CULTURAL SERVICES-RECREATION PROGRAMS	Parks & Cultural Svcs/Athletics	Cam Carpenter	Cam Carpenter
	ERIC	K	STAMEY		4/9/2018				SENIOR MOTOR EQUIPMENT OPERATOR-	Solid Waste/Sanitation	Date Denton	Chris Adams
	JIMMY	LEE	STAMEY		6/3/1990			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 II	Police/Support Services	Chief Rob Helton	Kevin Putnam
	JEANNA	STAR	STAR		5/20/2004				CONSTRUCTION WORKER II	Stormwater/Infrastructure	STEVE BROWNING	STEVE BROWNING
	JAMES	R	STEELE		7/28/2008				AUTOMOTIVE MECHANIC II	Transit/Maintenance	Date Denton	Steve Hux
	RONALD	FRANKLIN	STEELEMAN		4/30/2018				LANDSCAPE TECHNICIAN	Electric/Street Lights	Joe Albright	Scott Phillips
	JAMES	JOHN	STEPHENS		11/23/2009			stephens_jamesjohn@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Paul Smith
	SHANE	D	STEPHENS		6/8/2016				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Tim Barnhill
	ALICE	W	STEWART		10/13/1997			alices@cityofgastonia.com	COMPUTER SYSTEMS ADMINISTRATOR	Technology Services/Infrastructure	Beverly Becker	Beverly Becker
	CHARLES	CLANTON	STEWART		7/6/2001			stewart_charles@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Kent Fey
	WALTER SIDES	W	STROUPE		6/27/2016				TECHNOLOGY SERVICES ANALYST	Technology Services/Infrastructure	Beverly Becker	James Owens
	ROBERT	CHRISTOPHER	STOWE		2/6/2018			stowe_christ@cityofgastonia.com	FIRE MARSHAL	Fire/Life Safety	Chief Phil Welch	Willie Warren
	JOSEPH	COLBY	STRAIN		12/6/2010			strain_coby@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Rob Helton	Ashon Brown
	RICHARD	HARMON	STRANKE		10/22/2012			richd@cityofgastonia.com	MUSEUM GUEST SERVICES SPECIALIST	Schiele Museum/Administration	Ann Tippitt	Karl Smith
	EDWARD	D	STROUD		10/14/2002			ed@cityofgastonia.com	FIELD SUPERVISOR I-PUBLIC WORKS	Power/Bldg/Power Bldg	Date Denton	JIMMY LINEMAN
	ROBERT	ALLEN	STROUD		10/18/2014				MUNICIPAL ARBORIST	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Tripp White
	ELIZABETH	NIN	STROUPE		6/20/2011				POOL ATTENDANT	Parks & Cultural Svcs/Athletics	Cam Carpenter	Jane Taylor
	TODD	ALAN	STROUPE		11/14/2016			todd@cityofgastonia.com	COOL ENFORCEMENT OFFICIAL I	Pool/Enforcement/Building Support	Rusty Boat	Brian Pratt
	CHASIE	ALEXANDER	STURDS		5/24/2018				POOL ATTENDANT	Parks & Cultural Svcs/Athletics	Cam Carpenter	Jane Taylor
	JOE	TELLMAN	STYERS		6/8/2009				RECREATION EQUIPMENT OPERATOR	Parks & Cultural Svcs/Recreation	Cam Carpenter	Ship 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
	BOUNDS	NN	SYBOUTAN		5/22/2000			syboutan_bounsouan@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Patrick Spiker
	MARK	W	TANT JR		5/14/2018			tant_mah@cityofgastonia.com	POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Patrick Spiker
	MARGARET	LOUISE	TANZIL		3/9/1996			marg@cityofgastonia.com	PROJECT ADMINISTRATOR	Development Services/Engineering	Rusty Boat	Gary Saut
	JANET	L	TAYLOR		9/14/1998			janett@cityofgastonia.com	RECREATION MANAGER	Parks & Cultural Svcs/Athletics	Cam Carpenter	Andy Stahr
	MAURICE	L	TAYLOR III		7/16/2018				POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Paul Smith
	MAURICE	TAYLOR JR	J		7/6/2016			taylor_maurice@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Jameson Helman
	AARON	J	TELFORD		8/8/2016				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Paul Smith
	THOMAS	PAYTON	TERNAOEN		4/9/2018				GROUPS MAINTENANCE WORKER I	Parks & Cultural Svcs/Recreation	Cam Carpenter	Jerry Browning
	BRANDY	NICHOLE	TERRELL		1/30/2017				RECREATION CENTER LEADER	Parks & Cultural Svcs/Recreation	Cam Carpenter	Tanya Trington
	TYLER	SCOTT	TERRY		10/2/2017				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Easler
	JOHNNY	C	TERRY JR		1/26/2001			Terry_John@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Kevin Putnam
	BRADFORD	JEREMY	THOMAS		12/1/2017				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Rusty Boat
	WILSON	THOMAS	THOMAS JR		6/14/2018			Thomase_Wilsons@cityofgastonia.com	DISPATCH CHIEF	Fire/Operations	Chief Phil Welch	Mark Rutherford
	ADAM	CHARLES	THOMPSON		8/19/2017				LANDSCAPE TECHNICIAN II	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Ewart
	ANGELA	MOFFITT	THOMPSON		11/20/2017			angie@cityofgastonia.com	HUMAN RESOURCES TECHNICIAN	Human Resources/Human Resources	Judy Smith	Judy Smith
	BRANDI	L	THOMPSON		7/30/2018				POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Trent Conrad
	CHRISTOPHER	S	THOMPSON		1/8/2001			thompson_shane@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Woody Thomas
	ERIC	L	THOMPSON		4/24/2000				DEVELOPMENT SERVICES/CITY PLANNING	Development Services/City Planning	Rusty Boat	Paul Smith
	GREGORY	JUNIOR	THOMPSON		6/27/1992				PARK MAINTENANCE SUPERVISOR	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Jerry Browning
	JORDAN	AUSTIN	THOMPSON		3/6/2017				LANDSCAPE TECHNICIAN II	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Ewart
	JOSEPH	C	THOMPSON		11/7/2005			joey@cityofgastonia.com	SIGNAL SYSTEM SUPERVISOR	Public Works/Public Works	Date Denton	HUEY MC MILLAN
	NICHOLE	SHANICE	THOMPSON		4/17/2017			nsteph@cityofgastonia.com	BUSINESS SYSTEMS ANALYST	Technology Services/Applications	Beverly Becker	Beverly Becker
	RODNEY	LEE	THOMPSON		9/18/2008			thompson_rodney@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Ryan Rankin
	ZACHARY	JAKE	THOMPSON		10/31/2016				LANDSCAPE TECHNICIAN I	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Ewart
	CLAYTON	JERRID	THORNBERG		2/6/2017				FIRE INSPECTOR I	Fire/Life Safety	Chief Phil Welch	Chris Stowe
	THOMAS	DEVON	TINDAL JR		2/16/2004				TREATMENT PLANT OPERATOR II	Water & Sewer/Water Treatment	Joe Albright	Date Cobler
	VERNA	TRIPP	TINNEY		12/31/1988			tinney@cityofgastonia.com	PRESENTER SCHIELE MUSEUM	Schiele Museum/Administration	Ann Tippitt	Michelle Brady
	PETER	E	TITUS		12/14/2013				SENIOR MOTOR EQUIPMENT OPERATOR-	Solid Waste/Sanitation	Date Denton	Chris Adams
	JUSTIN	S	TONEY		3/7/2016			tonay_justin@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Mike St Thomas
	LOURDES	NN	TORRES		8/14/2017				POLICE RECORDS SPECIALIST I	Police/Support Services	Chief Rob Helton	Janet Griffin
	TIMOTHY	BURFORD	TRAKAS JR		3/7/2016				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Harold Fughits
	OWEN	TRAMMELL	JR		1/10/1/1999				SCHOOL CROSSING GUARD	Police/Field Services	Chief Rob Helton	Reid Bradford
	NANCY	ADAMS	TRAWICK		7/18/1994			nancy@cityofgastonia.com	PAYROLL SPECIALIST	Financial Services/Accounting	Crystal Certain	Wendell Hendrix
	TANYA	R	TROGDON		11/10/2007			tanya@cityofgastonia.com	RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation	Cam Carpenter	Andy Stahr
	DAVID	H	TRUETT JR		6/6/1990				CUSTODIAL FIELD SUPERVISOR	Public Works/Bldg & Grounds	Date Denton	Stephen Webber
	GREGORY	O'NEIL	TUCKER		1/7/2013			Tucker_Gregory@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Laura Biggestall
	EDWARD	D	TUNAS		5/11/1998			Tunas_Ed@cityofgastonia.com	POLICE CAPTAIN	Police/Support Services	Chief Rob Helton	Mike Smith
	DALE	WHITENER	TURNS		9/10/2018				CUSTOMER	Public Works/Bldg & Grounds	Chris Stowe	David Trant
	JAMES	S	TURNER		19/2006			turner_scott@cityofgastonia.com	FIREFIGHTER-CERTIFIED II	Fire/Operations	Chief Phil Welch	Mike Hux
	ROBERT	ERNEST	TURNER JR		6/10/2013				METER REPAIR TECHNICIAN	Water & Sewer/Customer Service	Joe Albright	Jackie Hendricks
	TYLER	MATTHEW	TURPIN		7/20/2018				SYSTEMS MAINTENANCE TECHNICIAN I	Water & Sewer/Utilities Maintenance	Joe Albright	Shelby Jennings
	VANESSA	ANN	VALERIO		7/30/2018				POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Trent Conrad
	PATTY	L	VANANTWERP		9/13/2010				SCHOOL CROSSING GUARD	Police/Field Services	Chief Rob Helton	Trent Conrad
	JENNIFER	LIN	VEGA		6/11/2016			Jennifer@cityofgastonia.com	TELECOMMUNICATIONS SPECIALIST-CUSTOMER SERVICE REPRESENTATIVE	Solid Waste/Administration	Date Denton	Lauren Hinely
	LAREYNA	JALALYN	VEGA		5/21/2018				POOL ATTENDANT	Parks & Cultural Svcs/Athletics	Cam Carpenter	Jane Taylor
	CEDRIC	DEMOND	VINSON JR		12/11/2017				LINE TECHNICIAN I	Electric/Electric Line Construction	Joe Albright	Jody Kasten
	JUSTIN	STEPHEN	VRLA		3/27/2017			justin@cityofgastonia.com	COMPUTER SYSTEMS ADMINISTRATOR	Technology Services/Infrastructure	Beverly Becker	Beverly Becker
	CHRISTOPHER	DEAN	WALDRUP		10/16/2018			waldrup_christ@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Trent Conrad
	MATTISON	J	WALKER		6/29/2014			matt@cityofgastonia.com	COOL ENFORCEMENT OFFICIAL III	Development Services/Building Support	Rusty Boat	Brian Pratt
	RONALD	C	WALKER JR		1/31/1994				FACILITIES PLANT MECHANIC II	Water & Sewer/Utilities Maintenance	Joe Albright	Terry King
	JASON	STEWART	WALLACE		9/13/1993			jason@cityofgastonia.com	CIVIL ENGINEER III	Development Services/Engineering	Rusty Boat	Gary Staine
	JULIA	GARLAND	WALLACE		9/3/2013				POLICE RECORDS SPECIALIST II	Police/Support Services	Chief Rob Helton	Janet Griffin
	KIMBERLEY	ANN	WALLIS		12/2/2006			kimw@cityofgastonia.com	PLANNER	Development Services/City Planning	Rusty Boat	James Thompson
	BARRIE	C	WALSBURGER		12/12/2011				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Eric Carter
	CHRISTOPHER	ANDRE	WALTERS		4/7/2017			chrisw@cityofgastonia.com	BUSINESS SYSTEMS ANALYST	Technology Services/Applications	Beverly Becker	Ray Kurtaik
	LOREN	K	WARD		4/9/2001			ward_loren@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Kent Harmon
	WILLIAM	CONRAD	WARREN		5/15/1993			Warren_William@cityofgastonia.com	ASSISTANT FIRE CHIEF & EMERGENCY MANAGER	Fire/Administration	Chief Phil Welch	Chief Phil Welch
	COLBY	CALDWELL	WATTS		9/21/2015				CREW CHIEF PUBLIC WORKS	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Ewart
	DAVID	MATTHEW	WATTS		8/28/2006				LINE TECHNICIAN IV	Electric/Electric Service	Joe Albright	Scott Phillips
	JOSHUA	KEITH	WATTS		8/9/2014			watts_josh@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Jason Nevis
	MICHAEL	BRANDON	WATTS		9/27/1989			watts				

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	LEFEVRES	WELCH		11/15/2007			welch_stephanie@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II	Police/Support Services	Chief Rob Helton	Eric Wiggins
	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
	WRESTIN	NICOLE	WHEELER		12/26/2017				ADMINISTRATIVE ASSISTANT II	Development Services/Transportation	Rusty Boat	Jason Thompson
	JONATHAN	CHARLES	WHISNANT		4/29/2013				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Wilson
	JUSTIN	ERWIN	WHISNANT		8/7/2017				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Paul Brown
	STEPHEN	CALEB	WHISNANT		9/18/2017				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Scott McClure
	LATANYA	S	WHITE		7/6/2001			white_latanya@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Brandon Workman
	MICHAEL	AUSTIN	WHITE		6/12/2006			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	Ashlon Brown
	ROBERT	DEREK	WHITESIDES		4/20/2015				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Date 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	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Stanley Huftstetter
	ALEXIS	BRIANNA	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	Date Denton	David Truitt
	FREDERICK	A	WILLIAMS		8/2/2010			williams_fred@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Randy Gantt
	HEWIE	B	WILLIAMS		10/22/2001			burnsw@cityofgastonia.com	REVENUE SECURITY TECHNICIAN	Financial Services/Accounts Receivable	Crystal Certain	Billy Rhom
	JESSICA	L	WILLIAMS		7/28/2017			jessiew@cityofgastonia.com	BUDGET ANALYST	Financial Services/Budget	Crystal Certain	Crystal Falls
	RAYNOR	HOUSTON	WILLIAMS		3/12/2012				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	William Fontenberry
	DANIEL	JACOB	WILLIS		1/29/2018				CONSTRUCTION WORKER II	Water & Sewer/Street Maintenance	Date 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		7/21/1987			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	H	WITHERS II		11/10/1987			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 Brady
	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	WOOLLUMS		2/8/1992			reneaw@cityofgastonia.com	DELINQUENT ACCOUNTS SPECIALIST	Financial Services/Accounts Receivable	Crystal Certain	Billy Rhom
	TERRY	B	WORKMAN		3/2/2009			workman_brendon@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Synthia Keamey
	JAMES	A	WORLEY		2/3/2014			jamesw@cityofgastonia.com	UTILITY LOCATOR	Electric/Electric Service	Joe Albright	Shayne Helm
	KENNETH	H	WRIGHT		11/30/1998			kaww@cityofgastonia.com	CLIENT SERVICES MANAGER	Technology Services/Infrastructure	Beverly Blake	Beverly Blake
	MARK	L	WRIGHT		7/15/2002			wright_mark@cityofgastonia.com	FIRE FIGHTER-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 Ashridge
	JESSIE	PAUL	YAGER		7/27/2015			YAGER_JESSIE@CITYOFGASTONIA.COM	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Chris Wadnag
	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	YOUNGLOOD		2/19/2007			psjwy@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.

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.**

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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.**

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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"](#)
Cc: [Fiely, Katherine Mae](#); [Powers, Maddison Alice](#)
Subject: RE: City of Gastonia - Email to All Employees
Date: Friday, September 14, 2018 10:46:06 AM

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?

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To: ["Davis, Leisha DeHart"](#)
Subject: RE: City of Gastonia - Email to All Employees
Date: Friday, September 14, 2018 10:36:11 AM

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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.

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

gth.

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.**

****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, all you need to know is your email address;**

**** At the beginning of 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;**

****Finally, 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. 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: [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

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.**

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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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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: 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?

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

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?

Anything else I may be missing?

Thanks

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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: [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

- #8226 First Name
- #8226 Last Name
- #8226 Gender
- #8226 Race/Ethnicity
- #8226 Age
- #8226 Year of Employment
- #8226 Email
- #8226 Title
- #8226 Department
- #8226 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;

** 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/Electric Line Construction	Joe Albright	Joe Kiser
	GARY	T	ADAIR		8/20/2001			gair_gary@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Michael Hues
	BILLY	J	ADAMS		1/18/1999				CUSTODIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Carlenea Costner
	CHRISTOPHER	NMN	ADAMS		3/26/1990			christa@cityofgastonia.com	CREW CHIEF-SOLID WASTE	Solid Waste/Sanitation	Date Denton	Dee Dee Gilla
	DONALD	REYNOLDS	ADAMS		1/23/2017				REFUSE COLLECTION	Solid Waste/Sanitation	Date Denton	Chris Adams
	PATRICK	AARON	ADZINGTON		1/26/2014				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Andres Brown
	JOSEPH	P	ALBRIGHT		5/31/2016			joseph.albright@cityofgastonia.com	DIRECTOR OF PUBLIC UTILITIES	Electric/Administration	Joe Albright	Flip Bombardier
	RODNEY	S	ALDRIDGE		10/23/2000			aldridge_rodney@cityofgastonia.com	POLICE CAPTAIN	Police/Field Services	Chief Rob Helton	Travis Brittan
	PAUL	AARON	ALEXANDER		11/19/2007				MOTOR EQUIPMENT OPERATOR I 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	Red Ross
	BERNARD	S	ALVEY		7/1/2014			stevana@cityofgastonia.com	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	ANDLIN		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	ARNOLD		8/25/2014			arnold_james@cityofgastonia.com	COLD CASE INVESTIGATOR	Police/Support Services	Chief Rob Helton	Heath McMillan
	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		1/26/2001			atkins_brian@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Trent Conard
	DOOL	STEPHEN	ATKINS JR		4/6/1991			atkins_stephen@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Stanley Hufferd
	CODY	LYN	AUSTIN		8/29/2016				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	David Shenkerbarger
	KENNETH	NEAL	AUTEN		12/30/1989			auten_kenned@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Justin White
	GARY	J	AVERY		3/20/1989				CONSTRUCTION WORKER II	Power Bill/Power Bill	Date Denton	EDWARD STROUD
	ZACHARY	DAVID	BADGER		11/28/2015				MOTOR EQUIPMENT OPERATOR I PUBLIC WORKS	Power Bill/Power Bill	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 II	Police/Field Services	Chief Rob Helton	Keith McCabe
	ELISHA	NMN	BAKER JR		8/11/2008			budby@cityofgastonia.com	TREATMENT PLANT SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	Stephanie Scheninger
	JULIA	ELAINE	BAKER-GRANATA		6/27/2016			julab@cityofgastonia.com	GIS SPECIALIST I	Development Services/City Planning	Rusty Boat	Jason Thompson
	SONJA	W	BALCOM		6/24/2010			sonja@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II	Water & Sewer/Wastewater Treatment	Joe Albright	Stephanie Scheninger
	BRIAN	R	BARBER		12/11/2017				GROUND MAINTENANCE WORKER I	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Ed Hendrickson
	DONATHAN	R	BARGER		9/4/2007			barger_donathan@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Earl Withers
	ROBERT	BARBER	BARBER JR		12/13/1993			robbie@cityofgastonia.com	ELECTRIC UTILITY OPERATIONS SUPERVISOR	Electric/Electric Line Construction	Joe Albright	Gene Jones
	DOUGLAS	E	BARNER		12/11/1992			doug@wornersutilities.com	TREATMENT PLANT SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	Stephanie Scheninger
	SAMUEL	J	BARKSDALE		8/4/2014			barksdale_sam@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Chris Waldrop
	CHERYL	BARNES	BARNES JR		6/23/2002			barnes_cheryl@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Brian Robinson
	JAMES	D	BARNES		6/20/2011			david@cityofgastonia.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	JORDIN	CRAIG	BARNES		2/27/2012				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Tim Barnhill
	LANNY	D	BARNES		6/19/2000				TRANSIT DISPATCHER	Transit/Operations	Vincent Wong	Stephanie Barnett
	RICHARD	D	BARNES JR		5/6/2000			barnes_richard@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Bryan Robinson
	STEPHANIE	L	BARNETT		11/18/2002			stephanie@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 Davis
	TIMOTHY	JAMES	BARNHILL		1/26/1991			barnhill_tim@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Ken Peltier
	ROLAND	D	BATES		8/27/2018				REFUSE COLLECTION	Solid Waste/Sanitation	Date Denton	Wayne Hendrickson
	CHRISTOPHER	JAMES	BAUCOM		10/2/2017				CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Shirley Hastings
	ELLIS	C	BEACH		1/29/1997			beach_ellis@cityofgastonia.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Justin Pearson
	SARIL	C	BEACH		6/19/1991			cbeg@cityofgastonia.com	TREATMENT PLANT OPERATOR II	Water & Sewer/Wastewater Treatment	Joe Albright	Hugh Hufferd
	JASON	LEE	BEAVER		6/27/2016			beaver_jason@cityofgastonia.com	POLICE OFFICER II	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	PAGE	BEDNARIK		6/21/2014				POOL ATTENDANT	Parks & Cultural Svcs/Athletics	Cam Carpenter	Janet Taylor
	RICHARD	STEPHEN	BEUK		5/21/2018				LAKE ATTENDANT	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Skip Youngblood
	JEFFREY	S	BELL		7/24/2004			jfb@cityofgastonia.com	PARK MAINTENANCE SUPERVISOR	Schale Museum/Operations	Ann Tippitt	Mark Russell
	SUSAN	MURPHY	BELL		8/13/2018			swan@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II PUBLIC UTILITIES	Water & Sewer/Administration	Joe Albright	Kathy Jenkins
	DANIEL	L	BELL JR		4/9/2007				AUTOMOTIVE MECHANIC II	Public Works/Equipment Services	Date Denton	Steve Haas
	CLARENCE	LESLIE	BELLTON		1/17/2012			bellton_clarence@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Thomas Doby
	DANIEL	STEPHEN	BENEDICT		5/23/2015			benedict_stephen@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Ryan Ransom
	RICHARD	EUGENE	BENYO		2/6/1995			richardb@cityofgastonia.com	COURIER	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	STEPHENIE	MARIE	BERGGRUN		7/25/2016			berggrun_stephenie@cityofgastonia.com	MUSEUM PROGRAM SPECIALIST	Schale Museum/Programs	Ann Tippitt	Tom Passour
	CHAD	RENNY	BERRY		2/10/1990			chad@cityofgastonia.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Justin Pearson
	BRADY	T	BEST		5/11/2000			best_brad@cityofgastonia.com	CHIEF OF TRAINING	Fire/Training	Chief Phil Welch	Mark Rutherford
	TAMARA	BROOKS	BIDOX		1/3/2017			bidox_tamara@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II	Water & Sewer/Administration	Joe Albright	Kathy Jenkins
	BEVERLY	BLACK	BIEKER		10/28/1988			bieker_beverly@cityofgastonia.com	CHIEF INFORMATION OFFICER	Technology Services/Information Technology	Beverly Bleker	Thomas Doby
	JOSEPH	EDWARD	BIEKER		6/16/1997			jeb@cityofgastonia.com	CONSTRUCTION ENGINEER/HIGHWAY ADMINISTRATOR	Development Services/Engineering	Rusty Boat	Tucker Johnson
	JORDAN	HILL	BIGGERSTAFF		2/26/2018			biggeststaff_jordan@cityofgastonia.com	SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	LAURA	E	BIGGERSTAFF		9/13/2004			biggeststaff_laure@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Reid Bradford
	CHAD	DENNIS	BINGHAM		1/21/1991			bingham_chad@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Janey Black
	JORDAN	BRIAN	BIRCH		1/1/2018				WATER & SEWER MAINTENANCE TECHNICIAN I	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_david@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Mike Molloy
	WILLIAM	CAMERON LEE	BLAIR		1/9/2017				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Shaunte Southern
	JAMEY	G	BLALOCK		7/21/1997			blalock_jamey@cityofgastonia.com	POLICE SERGEANT	Police/Support Services	Chief Rob Helton	Mike Last
	JOSEPH	SIDNEY	BLANTON		1/26/1991			blanton_joseph@cityofgastonia.com	BATTALION CHIEF	Police/Support Services	Chief Phil Welch	Mark Rutherford
	JAMES	TIMOTHY	BLES		8/16/2008			bles_james@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Nancy Caperton
	BOBBY	JOE	BOLLEN JR		7/16/2018				MOTOR EQUIPMENT OPERATOR I PUBLIC WORKS	Power Bill/Power Bill	Date Denton	STEVE SHANNON
	KEVIN	A	BOLICK		1/4/2010				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Charlie Stewart
	LISA	BRIDGES	BOLT		7/2/2012			rbolt@cityofgastonia.com	APPLICATION DEVELOPMENT SUPERVISOR	Technology Services/Applications	Beverly Bleker	Ray Kurkai
	JOHN	P	BOMBARDIER		11/2/2015			rbolt@cityofgastonia.com	ASSISTANT CITY MANAGER	Assistant City Manager - Utilities	Flip Bombardier	Michael Peoples
	PAUL	ANTHONY	BONNIN		10/21/1995			Bonnin_Paul@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jody Blanton
	CURTIS	CLEGG	BOST II		1/4/1995			curtis@cityofgastonia.com	DIRECTOR OF DEVELOPMENT SERVICES	Development Services/Engineering	Rusty Boat	Michael Peoples
	ANDREW	BOSTIC	BOSTON		5/20/2016			averton@cityofgastonia.com	ENGINEERING TECHNICIAN II	Development Services/Engineering	Rusty Boat	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			sandy@cityofgastonia.com	HELP DESK SUPPORT ANALYST	Technology Services/Infrastructure	Beverly Bleker	Ken Wright
	JACOB	BOWERS	BOWERS		8/4/2014			bowers_jacob@cityofgastonia.com	POLICE OFFICER II	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 Turas
	MICKEY	ANN	BRADY		10/11/1998			brady_mickey@cityofgastonia.com	ASSISTANT CITY MANAGER	Assistant City Manager	Michael Peoples	Michael Peoples
	BRANDON	WAYNE	BRADLEY		9/6/2018			bradley_wayne@cityofgastonia.com	PUBLIC WORKS/Equipment Services	Public Works/Equipment Services	Beverly Bleker	Steve Haas
	MICHAEL	S	BRADLEY		2/6/2017			sebh@cityofgastonia.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Shirley Hastings
	CODY	THOMAS	BRADSHAW		6/16/2014				INVENTORY SPECIALIST I	Financial Services/Warehouse	Crystal Certain	Shane Moore
	MICHAEL	BRADY	BRADY		12/12/2005			bradford_michael@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II	Police/Support Services	Chief Rob Helton	Travis Brittan
	REID	ERIKINE	BRADFORD		7/31/1995			bradford_reid@cityofgastonia.com	POLICE CAPTAIN	Police/Field Services	Chief Rob Helton	Eric Howard
	MICHAEL	GUY	BRANSON		8/7/2006			michaels@cityofgastonia.com	ENGINEERING TECHNICIAN II	Development Services/Engineering	Rusty Boat	Jason Wallace
	MATTHEW	SAMUEL	BRAXTON		4/5/2011				PLANTARIUM PROGRAM PRESENTER	Schale Museum/Programs	Ann Tippitt	Tom Passour
	DAVID	BRIDGES	BRIDGES		10/2/2018				MOTOR EQUIPMENT OPERATOR UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Justin Pearson
	MICHAEL	C	BRIDGES		3/5/2007				SOLID WASTE/SANITATION	Solid Waste/Sanitation	Date Denton	Wayne Hendrickson
	MILLER	CLINT	BRIDGES		11/23/2009			bridges_clint@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Janey Black
	JAMES	MORGAN	BRIGHT		3/9/2015				MOTOR EQUIPMENT OPERATOR UTILITIES MAINTENANCE	Water & Sewer/Street Maintenance	Date Denton	EDWARD STROUD
	ANTHONY	T	BRITTAN		3/14/1994			Brittan_Trevi@cityofgastonia.com	ASSISTANT POLICE CHIEF	Police/Field Services	Chief Rob Helton	Rob Helton
	JOSEPH	D	BROGDON		7/15/1996			Brigdon_David@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Kevin Pulten
	CORRIE	NICOLE	BROOKS		7/15/2016				POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Jonathan Hallman
	BRANDON	JACOB	BROOME		7/16/2015			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	JEROME	BROWN		7/24/2017				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	CHARLES	S	BROWN JR		6/8/1989				RECREATION CENTER LEADER	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Carlenea Costner
	STEPHEN	B	BROWN JR		12/10/2001			brown_stephen@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Jimmy Heller
	JERRY	S	BROWNING		9/6/1996				FIELD SUPERVISOR-PARKS & CULTURAL SERVICES	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Topp White
	CLAYTON	JAMES	BRYSON		7/16/2018				CONSTRUCTION WORKER I	Power Bill/Power Bill	Date Denton	STEVE SHANNON
	ROBERT	TAFET	BRYSON		9/19/1993			bryson_robert@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Heath McMillan
	JERRY	KENNETH	BRYSON JR		12/10/2001			bryson_kenneth@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Earl Withers
	MARK	H	BUCHANAN		7/25/2005			buchanan_mark@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Brandon Workman
	BOBBY	A	BUNGARDNER		5/12/2008				TREATMENT PLANT OPERATOR III	Water & Sewer/Waste Treatment	Date Denton	Dale Coble
	BRAD	MICHAEL	BUNGARDNER		12/14/2015			bungardner_bradd@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Eric Howard
	DANIEL	CHRISTOPHER	BUNGARDNER		5/15/2017				PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Jerry Browning
	NICHOLAS	RYAN	BUNGARDNER		2/10/2014				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Bryan Robinson
	LOUIS	RANDY	BURKE		8/4/2014				GROUND MAINTENANCE WORKER I	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Justin Pearson
	KRISTOPHER	A	BURNHART		7/30/2018				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Paul Smith
	JASON	ALEXANDER	BURNS		12/28/2015			burns_jason@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Shaunte Southern

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	Date 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	R	CALDWELL JR		9/3/1990			caldwel_donald@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 (Software)	Beverly Bieker	Beverly Bieker
	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			debbeck@cityofgastonia.com	HUMAN RESOURCES CUSTOMER SERVICE SPECIALIST - JEN	Human Resources/Human Resources	Judy Smith	Judy Smith
	HEATHER	BRIDGES	CANPHE		3/7/2016			heatherb@cityofgastonia.com	CUSTOMER SERVICE REPRESENTATIVE II	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	JOSEPH	CULLEN	CANPHE		9/25/2006			josephc@cityofgastonia.com	CODE ENFORCEMENT OFFICIAL II	Development Services/Building Support	Rusty Bost	Brian Pruitt
	SETH	CULLEN	CANPHE		7/27/2015			canphe_seth@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Chris Waldrop
	LAELA		CARPERS		7/16/2018				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	NANCY	R	CARPENTRAN		1/10/2005			carpentn_nancy@cityofgastonia.com	POLICE SERGEANT	Police/Support Services	Chief Rob Helton	Ed Tume
	RONALD	W	CARRIS		2/4/2006			carris_ronald@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Jimmy Heller
	CHRISTOPHER	T	CARBUTO		1/12/2015			chris@cityofgastonia.com	CIVIL ENGINEER III	Development Services/Engineering	Rusty Bost	Jason Wallace
	DANEY	L	CARITHERS		8/15/1997			ediane@cityofgastonia.com	LINE TECHNICIAN IV	Electric/Electric Line Construction	Joe Albright	Jody Kiser
	KELLEY	R	CARLAN		8/7/1995			kelly@cityofgastonia.com	PURCHASING & WAREHOUSE MANAGER	Financial Services/Purchasing	Crystal Certain	Wendell Hendrix
	MICHAEL	B	CARON		10/24/2016			michaelc@cityofgastonia.com	EXHIBIT PREPARER/ARTIST	Schiele Museum/Programs	Ann Tippitt	Tony Passour
	ADAM	LOUIS	CARPENTER		7/26/2014			carpenter_adam@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Eric Howard
	ADAM	WYNNE	CARPENTER		9/5/2017				WATER & SEWER UTILITIES MAINTENANCE	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 Conard
	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	HOSSEA	CARPENTER		10/25/2004			carpenter_mike@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Kerr Fay
	VINCENT	TODD	CARPENTER		7/23/1984			viccarpenter@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	Date Denton	STEVE SHANNON
	BRUCE	H	CARR		12/18/2006			Car_Bruce@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Eric Howard
	MELUOY	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 Bonnen
	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	Electric/Administration	Joe Albright	Ron Gaff
	CRYSTAL	LYNN	CERUSE		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	Date 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 Stowe
	BRENNON	CORDELL	CLARKSON		12/14/2015				LABORATORY TECHNICIAN III	Water & Sewer/Wastewater Treatment	Joe Albright	Stephanie Scheninger
	CHRISTIAN	M	CLINCH		1/5/2005			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	E	CLINTON		1/16/2015			clinton_trey@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Brian Atkins
	DEBBY	E	CLOININGER		12/6/1997			debbyc@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II	Water & Sewer/Utilities Maintenance	Joe Albright	Brian Potocki
	ROBERT	C	CLOININGER III		11/10/2014			robertc@cityofgastonia.com	STORMWATER UTILITY ADMINISTRATOR	Stormwater/Administration	Date Denton	DALE DENTON
	DAMON	CLOUD	CLOUSE		4/16/2018			clouse_damon@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 Pruitt
	DALE	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		3/31/1990			stevec@cityofgastonia.com	TELEPHONY ADMINISTRATOR	Technology Services/Infrastructure	Beverly Bieker	Beverly Bieker
	JAMES	J	COLLINS		6/14/2010				POWER BILL POWER BILL	Power Bill/Power Bill	Date Denton	STEVE SHANNON
	RAYFORD	T	CONARD		7/15/1996			Conard_Trent@cityofgastonia.com	POLICE CAPTAIN	Police/Field Services	Chief Rob Helton	Travis Brittan
	CLURIS	DANIEL	CONNER JR		11/17/1990			conner_curt@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Harold Fubright
	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@tworiversutilities.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	Stephanie Johnson
	JEAN	CARLOS	COSS Y LEON		8/29/2018				REFUSE COLLECTOR	Solid Waste/Sanitation	Date Denton	Wayne Hendrickson
	LUCIA	LEA	COSBITT		6/19/2018				LAKE ATTENDANT	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Ted Ross
	JANUARY	WITHERS	COSTA		3/26/2012				ARCHAEOLOGY PROJECT FIELD/LABORATORY ASSISTANT	Schiele Museum/Programs	Ann Tippitt	Alan May
	CARLEENA	LOUISE	COSTNER		12/1/2012			carleenac@cityofgastonia.com	RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Andy Stahr
	STEPHEN	LADONN	COSTNER		3/6/2006			stephenc@cityofgastonia.com	RADIO COMMUNICATIONS SERVICE COORDINATOR	Technology Services/Communications	Beverly Bieker	Paul Privett
	JOE	REID	COSTNER JR		2/1/2010			costner_joe@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Brian Atkins
	JEREMY	E	COX		11/12/2007				METER SERVICE TECHNICIAN II	Financial Services/Meter Services	Crystal Certain	Crystal Certain
	TERFANY	MARTIN	COX		10/1/2017				CUSTOMER SERVICE REPRESENTATIVE I	Financial Services/Customer Service	Crystal Certain	STEVE SHANNON
	CODY	JOSEPH	CRIGG		16/2012				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Stormwater/Operations	Date 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			robertc@cityofgastonia.com	COMMUNICATIONS/PUBLICATIONS COORDINATOR	Schiele Museum/Programs	Ann Tippitt	Tony Passour
	DANN	ELIZABETH	CROSS		11/13/2004			dann@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Police/Support Services	Chief Rob Helton	Mike Smith
	CLARENCE	ROBERT	CROSS II		7/8/1988			ed@cityofgastonia.com	DIVISION MANAGER-WATER TREATMENT	Water & Sewer/Water Treatment	Joe Albright	Brian Atkins
	KELSI	NICOLE	CROUCH		1/5/2015			kelsc@cityofgastonia.com	PERMIT SPECIALIST	Development Services/Building Support	Rusty Bost	Brian Pruitt
	DAVID	F	CROW		10/15/2012			crow_david@cityofgastonia.com	POLICE OFFICER II	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	Symba Kozminy
	PATRICK	THOMAS	DALEY		9/3/1990			daley_patrick@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Fred McMurray
	OMAR	RAHWARD	DAMERON		12/12/2005				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owenby
	CAROLINE	CALDWELL	DAVIS		5/29/2018			carolmcd@cityofgastonia.com	HUMAN RESOURCES TECHNICIAN	Human Resources/Human Resources	Judy Smith	Judy Smith
	CHARLES	MARTIN	DAVIS		6/27/2005			chuckdc@cityofgastonia.com	CUSTOMER SERVICES MANAGER	Financial Services/Customer Service	Crystal Certain	Susan Klutz
	KRISTI	HUGHES	DAVIS		9/22/1997			kristid@cityofgastonia.com	GRANTS MANAGER	Transit/Operations	Vincent Wong	Vincent Wong
	LELA	HUGHES	DAVIS		2/22/2016			lynd@cityofgastonia.com	GRANTS MANAGER	Community Services/Housing & Neighborhoods	Vincent Wong	Vincent Wong
	THOMAS	LEONARD	DEATON JR		1/5/2015				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Michael Carpenter
	ROBERT	K	DEMON		6/25/2018				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power Bill/Power Bill	Date Denton	EDWARD STROUD
	ERNEST	GLENN	DEESE		6/29/2002			erenn@cityofgastonia.com	FACILITIES MAINTENANCE WORKER	Schiele Museum/Operations	Ann Tippitt	Mark Rustell
	RODNEY	D	DEESE		8/21/2004				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owenby
	GUSTIN	A	DELLINGER		12/28/2015			delinger_gustin@yahoo.com	CREW CHIEF PUBLIC WORKS	Power Bill/Power Bill	Date Denton	STEVE SHANNON
	JACOB	ELI	DELLINGER		5/29/2013			jacob@cityofgastonia.com	FACILITIES PLANT MECHANIC I	Water & Sewer/Utilities Maintenance	Joe Albright	Terry King
	CHARLES	R	DELLINGER		8/1/2012			chuckdc@cityofgastonia.com	ADVISOR FOR SPECIAL PROJECTS- REGRADATION	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	Date Denton	FIL BOMBARDIER
	DREW	BRYAN	DENTON		12/1/2017			denton_drew@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Trent Conard
	MICHAEL	SCOT	DENTON		8/13/2018				METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Owenby
	ANTHONY	VERNARD	DEW		11/3/2012				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	DANIEL	C	DIXON		8/29/2012				LAKE ATTENDANT	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Ship Youngblood
	BRIAN	C	CHRISTOPHER		7/29/2014			dyxson_brian@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Scott Norton
	THOMAS	E	DOBY		6/7/1999			dobyt_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	NAN	DUNCAN		4/9/2011			duncan_jo@cityofgastonia.com	POLICE OFFICER-PART TIME	Police/Field Services	Chief Rob Helton	Randy Gantt
	JOSHUA	LEVI	DUNCAN		11/14/2016				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Justin White
	ROBERT	C	DUNCAN		1/14/2008			chravd@cityofgastonia.com	COMMUNICATIONS TECHNICIAN	Technology Services/Communications	Beverly Bieker	Paul Privett
	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/ADA Paratransit	Vincent Wong	Stephanie Barnett
	JACOB	ALEXANDER	DUNN		3/6/2017				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power Bill/Power Bill	Date Denton	EDWARD STROUD
	LANA	DELAP	DUPONT		5/22/2017			lanad@cityofgastonia.com	OFFICE ASSISTANT III	Schiele Museum/Programs	Ann Tippitt	Tony Passour
	GARRIE	VINING	DURAN		7/12/2004			carried@cityofgastonia.com	COLLECTION MANAGER	Schiele Museum/Programs	Ann Tippitt	Alan May
	DANETTE	M	DYE		10/2/1989			dorated@cityofgastonia.com	HUD COMPLIANCE OFFICER	Community Development	Vincent Wong	Vincent Wong
	JAMES	WILLIAM	EARS JR		8/4/2018			earls_james@cityofgastonia.com	REFUSE COLLECTOR	Solid Waste/Services	Date Denton	Doug Kasper
	JASON	LEE	EAKER		10/30/1995			eeakr_jason@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Doug Carpenter
	MITCHELL	HAROLD	EARL		7/29/2016				RANGE ATTENDANT	Police/Support Services	Chief Rob Helton	Paul Smith
	BARRY	LEE	EASLER		5/15/1993			Easler_Barry@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jimmy Quinn
	AUSTIN	EDGE	EDDY		2/20/2012			eddy_austin@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Nancy Capastan
	JANICE	MOSS	EDGE		8/4/2008			janice@cityofgastonia.com	MUSEUM ACCOUNTANT	Schiele Museum/Administration	Ann Tippitt	Karl McKinnon
	WESLEY	NORRIS	EDSON		7/14/2008			wesley@cityofgastonia.com	LINE TECHNICIAN IV	Electric/Underground Line Construction	Joe Albright	Shayne Helms
	CHARLES	L	ELLIOTT		7/17/1999				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power Bill/Power Bill	Date Denton	EDWARD STROUD
	MORRIS	W	ELLIOTT		8/4/2003			Elliot_Mor@cityofgastonia.com	POLICE OFFICER II	Police/Administration	Chief Rob Helton	Eric Wiggins
	RICHARD	WILLIAM	ELLISON II		1/9/2017				FACILITIES PLANT MECHANIC I	Water & Sewer/Utilities Maintenance	Joe Albright	Terry King
	MICHAEL	D	ELMORE		11/7/2005				TRAFFIC SERVICES TECHNICIAN II	Public Works/Public Works	Date Denton	JON THOMPSON
	LEONARD	R	ENGLAND JR		2/7/2000			lenny@cityofgastonia.com	CODE ENFORCEMENT OFFICIAL II	Development Services/Building Support	Rusty Bost	Brian Pruitt
	CHRISTOPHER	N	ENGLISH		1/9/2017			chrise@tworiversutilities.com	LABORATORY TECHNICIAN III	Water & Sewer/Wastewater Treatment	Joe Albright	David Shellenbarger
	STEPHEN	R	ESTRIDGE		3/4/2014				CREW CHIEF PUBLIC WORKS	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Adam Ewert
	CHRISTOPHER	E	EUBANK		8/4/2008				AUTOMOTIVE MECHANIC II	Public Works/Equipment Services	Date Denton	Steve Denson
	BERT	CAMERON	EVANS		10/10/2011			Evans_cameron@cityofgastonia.com	FIREFIGHT			

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 II		6/23/1997			Fliming_Albert@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Phil Welch	Adrian Walker-Hall
	DAVID	FLOWERS			8/10/2013				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Dusty Russell
	SCHECHAS	R	FOOTE		10/30/2017			foote_r@cityofgastonia.com	COMMUNICATIONS SPECIALIST	Communications & Marketing	Rachel Blagley	Rachel Blagley
	SHARON	R	SCHECHAS									
	DEIRON		TREMAINE		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 Boat	Rusty Boat
	WILLIAM	V	FORTENBERRY JR		1/26/1991			fortenberry_william@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Woody Thomas
	RICHARD	LEON	FOX JR		7/25/2016				PAKE ATTENDANT	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Ship Youngblood
	CLIFTON	KERR	FOY		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/Field & Grounds	Dale Denton	Mike Neuge
	MARISA	KANTHIA	FRAZER		8/5/2017				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	DAVID	SCOTT	FRIEDL JR		2/13/2017				LINE TECHNICIAN I	Electric/Electric Service	Joe Albright	Matt Lembert
	CAMERON	ELIZABETH	FRIEDMAN		1/20/2013			cameron@cityofgastonia.com	BUSINESS SYSTEMS ANALYST	Technology Services/Applications (Software)	Beverly Bleker	Jessica Marshall
	GLENN	R	FRIED		8/8/2005			glenn@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 II	Fire/Administration	Chief Phil Welch	Chief Phil Welch
	HAROLD	D	FULBRIGHT JR		9/18/1995			Fulbright_Harold@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jeffrey Queen
	AIRSON	MICHAEL	FULTON		6/20/2013			Airson_aaron@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Scott McClure
	ELEANOR	MARGARET	FULTON		1/5/2007			lubbo_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	Carlene Costner
	DONALD	L	GADDY JR		7/12/1999			gaddy_don@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Jason Howis
	JUSTIN	L	GAFF		6/4/2007			justin@cityofgastonia.com	CHIEF CODE ENFORCEMENT OFFICER	Development Services/Building Support	Rusty Boat	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		1/28/2014			gammons_robert@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Aaron Wurster
	RAKTON	D	GANTT		9/13/2006			Gantt_Rakton@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Trent Adams
	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			robert@cityofgastonia.com	ZONING ADMINISTRATOR	Development Services/City Planning	Rusty Boat	Jason Thompson
	RANDI	AMANDA	GATES		7/18/2016			randi@cityofgastonia.com	PRINCIPAL TRANSPORTATION & AVIATION'S MGMT ADMINISTRATION	Development Services/Transportation Division	Rusty Boat	Jason Thompson
	SUZANNE	J	GIBBS		7/8/2013			suzanne@cityofgastonia.com	DEPUTY CITY CLERK	Financial Services/Administration	Crystal Certain	Crystal Certain
	CHAD	STEVEN	GIBBY II		1/26/2019				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Chris Adams
	JASON	L	GILL		9/12/2007			gill_jason@cityofgastonia.com	POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Sharon Souten
	KENNETH	DUANE	GILLLAND JR		8/21/2017				CONSTRUCTION WORKER II	Police/Field Services	Power BI/Power BI	STEVE SHANNON
	DIWANA	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			gona_jordan@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Brain Atkins
	MARCIO	A	GONZALEZ		8/19/2006			gonzalez_marcio@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Joel Kelley
	REID	DAVIS	GOODMAN		10/10/2016			reid@cityofgastonia.com	GROUNDS MAINTENANCE WORKER I	Schiele Museum/Operations	Ann Tippitt	Mark Russell
	ALBERT	L	GOODSON		14/2016				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	JOSEPH	L	GOODETT		12/30/12				REFUSE COLLECTOR/SERVE DRIVER	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	JOSEPH	ERIC	GOODETT II		9/20/13				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Chris Adams
	SCOT-TIA	VANNECE	GOLDY		1/6/2017				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 Holmes
	MICHAEL	C	GRAHAM		7/7/1997			charling@cityofgastonia.com	ASSISTANT DIVISION MANAGER OPERATIONS WASTEWATER	Water & Sewer/Wastewater Treatment	Joe Albright	Brian Pottick
	MICHAEL	C	GRAHAM		11/22/2003			charling@cityofgastonia.com	SYSTEMS MAINTENANCE TECHNICIAN I	Water & Sewer/Utilities Maintenance	Joe Albright	Jason Parsons
	CHARLES	L	GRAHAM JR		1/4/2017				ASSISTANT CITY ATTORNEY	City Attorney	Ann Smith	Ann Smith
	KEVIN	MORGAN	GRAVES		11/7/2011			kevin@cityofgastonia.com	TREATMENT PLANT SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	Stephanie Scheringer
	JAMIE	DEAN	GRAY		6/18/2018				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	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 Bleker	Brian Atkins
	DAKTON	BRENT	GREENE		4/20/2017			brant@cityofgastonia.com	ELECTRICAL SUBSTITUTION TECHNICIAN I	Electric/Utilities	Joe Albright	Steve Neuns
	TERRY	WAYNE	GREENE		5/22/2000				METER REPAIR TECHNICIAN	Water & Sewer/Customer Service	Joe Albright	Jackie Hendicks
	CHRISTOPHER	DALE	GREENWOOD		7/7/2014				MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power BI/Power BI	Dale Denton	STEVE SHANNON
	STEPHEN	A	GREGORY II		1/5/2005			gregory_andy@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Nancy Capetan
	BEJANMAN	M	GRICE		11/1/1999			grice_ben@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Barry Essler
	JANET	GRIFIN	H		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		1/26/1991			Griffin_Keneth@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Kerr Foy
	MARK	NUN	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	GULASKAS		6/26/2005				GROUNDS MAINTENANCE WORKER I	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Scott Parker
	BRANDON	ROSS	HAEBERSKI		1/3/2017				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Sharrille Southern
	ADRIANNE	HALL	SEDER		9/8/2009			haller_adrienne@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Ed Gaff
	TIMOTHY	LLOYD	HALL		4/7/2006			timh@cityofgastonia.com	FACILITIES PLANT MECHANIC II	Water & Sewer/Utilities Maintenance	Joe Albright	Terry King
	JONATHAN	A	HALLMAN		1/5/2005			hallman_jonathan@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Trent Conrad
	RACHAEL	C	HAMILTON		11/27/2006			hamilton_racheal@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II	Police/Administration	Chief Rob Helton	Rob Helton
	MELVIN	Y	HAMM		1/14/2008				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	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/Water Treatment	Joe Albright	Dale Cobler
	ANDREW	ERIC	HAMMOND		5/15/1993			hammond_andy@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Kenneth Guffin
	HARRISON	RAY	HAMORSKY		3/30/2015			hamorsky_harrison@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Laura Biggsstaff
	HUBERT	HAROLD	HAMPTON		6/30/2011			hugh@cityofgastonia.com	TREATMENT PLANT SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	Stephanie Scheringer
	BOBBY	MAC	HANNA JR		11/30/1992			bobby@cityofgastonia.com	LABORATORY TECHNICIAN I	Water & Sewer/Wastewater Treatment	Joe Albright	David Shellenbarger
	JONAS	PRAYNE	HANSEN		1/2/1991			hansen_jonas@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Jamin Brackett
	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
	VRIGIL	KEITH	HARPER		5/15/1993			harper_keith@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Dusty Russell
	ALLEN	HARRIS	J		11/7/2008				TRAFFIC SERVICES TECHNICIAN II	Public Works/Public Works	Dale Denton	JACK THOMPSON
	ASA	KAMERON	HARRIS		7/24/2017				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves
	JASON	MICHAEL	HARRIS		9/7/2011			harris_jason@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Jamin Brackett
	JEREMY	COLE	HARRIS		8/20/2007			jeremy@cityofgastonia.com	CODE ENFORCEMENT OFFICIAL I	Development Services/Building Support	Rusty Boat	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 II	Water & Sewer/Wastewater Treatment	Joe Albright	Doug Barker
	BRIAN	R	HART		9/6/2016			brianh@cityofgastonia.com	GIS ANALYST II	Water & Sewer/Utilities Maintenance	Joe Albright	Brian Potocki
	SHELLEY	CAMPBELL	HARWELL		6/6/2016			shellyh@cityofgastonia.com	OFFICE ASSISTANT II	Parks & Cultural Svcs/Administration	Cam Carpenter	Andy Stahr
	STERLING	M	HASTINGS		7/2/2012			sterling@cityofgastonia.com	FIELD SUPERVISOR I-SYSTEMS MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Ron Cook
	KAREEM	JAMAL	HATTEN		6/24/2013				CUSTODIAN	Public Works/Field & Grounds	Dale Denton	David Trout
	ARIT	HOLLYSON	CHAD		1/27/1991			hawkins_arit@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Randy Gantt
	CHRISTIAN	A	HAWKINS II		1/8/2013				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Kevin Graves
	JONATHAN	DAVID	HAYES		1/16/2001			hawkins_jonathan@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Joel Kelley
	JULIA	D	HEATH		1/19/2016			Hayes_Jonathan@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Craig Singer
	MATTHEW	STANTON	HEFNER		8/7/2017				SPECIAL PROJECT COORDINATOR	Community Dev & Innovation/KOB	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 Ewalt
	LEMUEL	KEITH	HELMS		7/9/2016				ELECTRIC UTILITY OPERATIONS SUPERVISOR	Electric/Underground Line Construction	Joe Albright	Gene Jones
	JOHN	WELLEY	HELMS JR		5/22/2017				CUSTODIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Tanya Tringdon
	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 II	Public Works/Equipment Services	Dale Denton	Roger Caste
	ROBERT	C	HELTON JR		2/23/1987			Helton_Robert@cityofgastonia.com	ADMINISTRATIVE SUPPORT/CEMETERY	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		11/12/2016				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Shane Thompson
	JOSHUA	R	HENDRICK		9/5/2017				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Bryan Summey
	JACKSON	L	HENDRICKS		9/12/1994			jackeh@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Aaron Wurster
	EDWARD	J	HENDRICKSON		9/29/2014				METER SERVICES MANAGER	Water & Sewer/Customer Service	Joe Albright	Ron Cook
	WAYNE	L	HENDRICKSON		2/11/2002			wayne@cityofgastonia.com	SENIOR PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Jerry Browning
	MERLIN	A	HENDRICKSON JR		1/04/1999			butch@cityofgastonia.com	CREW CHIEF-SOLID WASTE	Solid Waste/Sanitation	Dale Denton	Dee Dee Gilles
	WENDELL	L	HENDRIX		2/27/1998			wendell@cityofgastonia.com	EQUIPMENT MECHANIC-MAINTENANCE	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Tripp White
	TRAVIS	HENRIK	HEIN		11/20/2018				CONTROLLER	Financial Services/Accounting	Crystal Certain	Crystal Certain
	BRAD	C	HERNDON		11/30/1998			Herndon_Brad@cityofgastonia.com	CONSTRUCTION WORKER II	Water & Sewer/Water Treatment	Dale Denton	DAVID HENDRICK
	EMILY	SUSAN	HICKS		8/21/2017			emily@cityofgastonia.com	PUBLIC SAFETY APPLICATIONS & GIS	Technology Services/Applications (Software)	Beverly Bleker	Tim Monroe
	CHRISTOPHER	R	HIGH		8/5/1991			chris@cityofgastonia.com	CLIENT SERVICE SPECIALIST	Electric/Administration	Joe Albright	Jackie Jenkins
	JONATHAN	MARK	HIGH		3/19/1990			hahn@cityofgastonia.com	ASSISTANT DIVISION MANAGER WATER TREATMENT/OPERATIONS	Water & Sewer/Water Treatment	Joe Albright	Ed Cross
	ACNES	R	HILL		4/11/2016				ELECTRIC UTILITY CREW SUPERVISOR	Electric/Electric Line Construction	Joe Albright	Shayne Helm
	LASONYA	HARTGROVE	HILTON		5/19/2008			lasonyah@cityofgastonia.com	BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	MICHAEL	DAVID	HINDMAN JR		10/16/2017				ADMINISTRATIVE ASSISTANT II	Technology Services/Communications	Beverly Bleker	Paul Priest
	PHYLLIS	L	HINLEY		9/5/2006			lauren@cityofgastonia.com	TREATMENT PLANT OPERATOR I	Water &		

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		7/26/2013			chrystalh@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Development Services/City Planning	Rusty Boast	Jason Thompson
	DANIEL	WADE	HOWARD		3/12/2018				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Shirley Hastings
	ERIC	S	HOWARD		6/22/1997			howard_eric@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Rodney Adridge
	LESTER	HOWARD	HOWARD		1/22/2014				AUTOMOTIVE MECHANIC III	Public Works/Equipment Services	Joe Albright	Dale Denton
	MICHAEL	B	HOWARD		4/28/1997			scott@cityofgastonia.com	UTILITY LOCATOR	Electric/Electronic Services	Joe Albright	Shirley Hastings
	JERRY	WAYNE	HOWELL		2/4/2006			Howell_JerryW@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Kent Hammon
	JOE	TERRINA	HOWELL		2/8/2005				CUSTODIAN	Public Works/Bldg & Grounds	Date Denton	David Truitt
	ROBERT	L	HOWELL		11/18/2013				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves
	DANNY	LEMONY	HOYLE		10/21/2013				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Doug Barker
	STEVEN	DEAN	HOYLE		5/19/2014			Hoyle_Steven@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Thomas Doby
	BERNARD	ALLEN	HUDGINS		10/2/2006				WAREHOUSE RECYCLING TECHNICIAN	Solid Waste/Sanitation	Date Denton	Dee Dee Gille
	LINDA	PATTERSON	HUDGINS		12/6/2010			linda@cityofgastonia.com	MUSEUM GUEST SERVICES SPECIALIST	Schiele 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	DOUGLAS	HUDSPETH		1/16/2018				TREATMENT PLANT OPERATOR II	Water & Sewer/Water Treatment	Joe Albright	Dale Cobler
	DOUGLAS	L	HUFFMAN		2/4/2006			huffman_douglas@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Matthew Young
	COODY	DYANEL	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_Stanley@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jeffrey Queen
	ALLYSON	SMITH	HUMMEL		2/19/2018			allysonh@cityofgastonia.com	BENEFITS ADMINISTRATOR	Human Resources/Human Resources	Judy Smith	Judy Smith
	JOSHUA	CALIB	HUMPHREY		7/23/2018				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Trent Conrad
	ANGELA	PUTNAM	HUMPHRIES		7/14/2014			angela@cityofgastonia.com	BILLING SPECIALIST	Financial Services/Accounts Receivable	Crystal Certain	Billy Rhom
	RYAN	HOUSTON	HUNEYCUTT		7/18/2016				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Scott McClure
	JASON	D	HUNNICUTT		12/15/1997			jasonh@townofusdallas.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 Overby
	BRANDON	ALLEN	HUSKINS		3/19/2018				REFUSE COLLECTOR/RESERVE DRIVER	Solid Waste/Sanitation	Date Denton	Chris Adams
	BERNARD	W	HUSKINS		4/4/2005			abrown@cityofgastonia.com	BUSINESS PRACTICES ANALYST	Technology Services/Applications (Software)	Beverly Bieker	Jessica Marshall
	MATTHEW	G	HUSS		11/22/2010				CREW CHIEF / PUBLIC WORKS	Stormwater/Operations	Date Denton	STEVE SHANNON
	MICHAEL	W	HUSS		12/12/2004			Huss_Michael@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	William Foutenberg
	STEPHEN	D	HUSS		8/9/1999			stephen@cityofgastonia.com	FLEET BUSINESS SUPERVISOR	Transit/Maintenance	Date Denton	Cindy Fomster
	STANLEY	LARRY	HYDE		6/5/2017				SENIOR PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Recreation	Cam Carpenter	Jerry Browning
	ELLEN	B	IEVOLI		1/14/2012				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	PATRICK	A	ISENHOUR		7/27/1998				LINE TECHNICIAN IV	Electric/Electric Line Maintenance	Joe Albright	Matt Lambert
	BRANDON	J	JACKSON		6/13/2017			brandonj@cityofgastonia.com	ASSISTANT DIRECTOR OF INFORMATION TECHNOLOGY	Technology Services/Applications (Software)	Beverly Bieker	Crystal Certain
	JOSHUA	CALIB	JACKSON		6/26/2017				LINE TECHNICIAN I	Electric/Electric Line Maintenance	Joe Albright	nta
	ALVARO	JAMES	JAMES		6/24/2004			james_alvar@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Brain Atkins
	YVETTE	LOUISE	JAMES		10/17/2015			yvette@cityofgastonia.com	PAYROLL ASSISTANT	Financial Services/Accounting	Crystal Certain	Wendell Hendrix
	STEPHANIE	REAVES	JAMOLUIS		9/3/2013			jmoluis_stephanie@cityofgastonia.com	OFFICE ASSISTANT II	Police/Support Services	Chief Rob Helton	Ed Tiras
	GREGORY	WAGNER	JARRELL		5/16/2017			gregg@cityofgastonia.com	PLUMBER	Public Works/Bldg & Grounds	Date Denton	Wes Neppes
	DENNIS	SCOTT	JEFFERIES		8/20/1986				AUTOMOTIVE MECHANIC I	Public Works/Equipment Services	Date Denton	Roger Cable
	BRYON	DAVID	JENKINS		2/4/1995			Jenkins_Bryon@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	William Foutenberg
	COODY	WAYNE	JENKINS		4/20/2015			Jenkins_Coody@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Charles Stewart
	DALTON	KELLY	JENKINS		6/5/2017				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Kenneth Griffin
	KATHY	L	JENKINS		5/3/2003			kathy@cityofgastonia.com	MUNICIPAL OPERATIONS CENTER ADMINISTRATIVE MANAGER	Water & Sewer/Administration	Joe Albright	Joe Albright
	ROBERT	WYNNON 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/Electric Services	Joe Albright	Scott Phillips
	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
	CLIFFORD	CHARLES	JOHNSON		7/8/2002			cliff@cityofgastonia.com	SENIOR SURVEYING TEAM LEADER	Development Services/Engineering	Rusty Boast	Gary Saine
	GREG	ALTON	JOHNSON		5/25/1995			greg@cityofgastonia.com	FATS, OIL, GREASE COORDINATOR I	Water & Sewer/Utilities Maintenance	Joe Albright	Brain Potolodi
	MICHAEL	JOHNSON	JOHNSON		2/24/1998			johnson_michael@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Patrick Sailer
	PATRICIA	TAYLOR	JOHNSON		6/25/1999			patricia@cityofgastonia.com	KEEP GASTONIA BEAUTIFUL ADMINISTRATOR	Community Services/Keep Gastonia Beautiful	Vincent Wong	Vincent Wong
	STEPHANIE	JO	JOHNSON		3/17/2014				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 Boast	Gary 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 Boast	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/Bldg/Power Bld	Date Denton	EDWARD STROUD
	CANDICE	BROOKE	JORDAN		1/8/2018				MUSEUM PROGRAM SPECIALIST	Schiele Museum/Programs	Ann Tippitt	Tony Pasour
	CHARLES	NAN	JUNE		11/12/2007			justice@cityofgastonia.com	CREW CHIEF / PUBLIC WORKS	Water & Sewer/Street Maintenance	Date Denton	EDWARD STROUD
	CASEY	N	JUSTICE		6/27/2011			justice_casey@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Jonathan Halmon
	PHILIP	JUSTICE	JUNIOR		7/1/2014				METER SERVICE TECHNICIAN I	Financial Services/Keep Gastonia Beautiful	Crystal Certain	nta
	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
	GEORGE	KESTER	KEARNEY		4/16/2003				FACILITIES PLANT MECHANIC III	Water & Sewer/Utilities Maintenance	Joe Albright	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	KENNEDY		8/12/2016				SCHOOL CROSSING GUARD	Public Field Services	Chief Rob Helton	Rodney Adridge
	TERRY	S	KING		12/6/2014			terryk@townofusdallas.com	FIELD SUPERVISOR/HACILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Charles Graham
	MICHAEL	C	KIRKLAND		2/12/2001			mikek@cityofgastonia.com	CONSTRUCTION INSPECTOR	Development Services/Engineering	Rusty Boast	Joe Bieker
	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	Shirley Hains
	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 / PUBLIC WORKS	Power/Bldg/Power Bld	Date Denton	EDWARD STROUD
	DONNA	KIRKPATRICK	KIRKPATRICK		8/24/2013				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	James Thompson
	JODY	BLAIR	KISER		9/11/1996			jody@cityofgastonia.com	ELECTRIC UTILITY CREW SUPERVISOR	Electric/Electric Line Construction	Joe Albright	Rob Barger
	TAMMIE	S	KISER		1/22/2008			tammie@cityofgastonia.com	CUSTOMER SERVICE ANALYST	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	SURAN	C	KLUFTZ		1/7/1989			swan@cityofgastonia.com	REVENUE ADMINISTRATOR	Financial Services/Revenue Administration	Crystal Certain	Crystal Certain
	ALEXANDER	BRIAN	KOEPEL-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	Brain Atkins
	JOHN	A	KOPCZYNSKY		17/2017				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Kent Hammon
	RAYMOND	J	KURTAK		4/18/1996			rayk@cityofgastonia.com	INFORMATION SYSTEMS ADMINISTRATOR	Technology Services/Applications (Software)	Beverly Bieker	Brandon Jackson
	CHRISTOPHER	M	LACEY		2/11/2002			christ@cityofgastonia.com	SENIOR COMMUNICATIONS TECHNICIAN-BUILDING	Technology Services/Communications	Beverly Bieker	Paul Pivett
	CHARLES	M	LAFOUNTAIN		1/6/2007				REFUSE COLLECTOR	Solid Waste/Sanitation	Date Denton	Wayne Hendrickson
	MICHAEL	LARI	LARI		2/4/2013			michael@cityofgastonia.com	LABORATORY ASSISTANT	Schiele Museum/Programs	Ann Tippitt	Tony Pasour
	DONNA	COX	LARI		3/14/1994			Lahar_Donna@cityofgastonia.com	PUBLIC INFORMATION SPECIALIST	Communications & Marketing	Rachel Bagley	Rachel Bagley
	MATTHEW	J	LAMBERT		8/3/1996			matth@cityofgastonia.com	ELECTRIC UTILITY CREW SUPERVISOR	Electric/Electric Line Maintenance	Joe Albright	Rob Barger
	ZACKARY	JOE	LAMBERT		9/7/2011				GROUND MAINTENANCE WORKER I	Parks & Cultural Svcs/Athletics	Cam Carpenter	Justin Parker
	JAMES	LANDIS	LANE		6/29/2003			Landis_James@cityofgastonia.com	FIRE INSPECTOR I	Fire/Life Safety	Chief Phil Welch	Charles Stewart
	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 Cable
	JOHNNY	W	LANKLEY		9/16/2006			johnny@townofusdallas.com	FACILITIES PLANT MECHANIC III	Water & Sewer/Utilities Maintenance	Joe Albright	Terry King
	BRENT	DWAYNE	LANKFORD		1/20/1991			lankford_brent@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Paul Bomm
	MICHAEL	BRIAN	LARI		3/14/1994			Lari_Michael@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	Dale Cobler
	DEBRA	J	LAWSON		9/23/2000				CUSTODIAN	Public Works/Bldg & Grounds	Date Denton	David Truitt
	ANGEL	MILLER	LEAK		7/22/2017				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	STACY	MITCHELL	LEATHERMAN		4/11/2016				TRAFFIC SERVICES TECHNICIAN I	Public Works/Public Works	Date Denton	JOEY THOMPSON
	ZACHARY	JAMES	LECHETTE		9/14/2015			Lechette_Zach@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Kath McCall
	ANGELA	KENDRICK	LEDORF		3/22/1993			angel@cityofgastonia.com	FLEET SERVICES 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 Overby
	JUSTIN	BRIAN	LEDORF		2/6/2018				CIVIL ENGINEER I	Development Services/Engineering	Rusty Boast	Jason Wilkins
	ROBERT	PAYTON	LEDORF		8/31/2015				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 Johnson
	JOSHUA	BLAKE	LEFEVRE		8/6/2012			lefevers_josh@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Eric Howard
	JULIAN	NAN	LEHMAN		7/30/2007			julianl@cityofgastonia.com	CASE MANAGEMENT SPECIALIST/SISTER CITIES COORDINATOR	Community Services/Sister Cities	Vincent Wong	Vincent Wong
	GLENDA	NAN	LEITON		5/1/2017				CUSTOMER SERVICE REPRESENTATIVE I	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	DOUGLAS	WILLIAM	LEWIS		7/24/2017				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Doug Barker
	RANDALL	A	LEWIS		12/20/1993			Lewis_Shane@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Ed Tiras
	MICHAEL	A	LEWIS JR		1/06/2003			lewis_michael@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Craig Singer
	JOE	KEITH	LINBERGER		5/6/2014			keith@cityofgastonia.com	CIVIL ENGINEER II	Development Services/Engineering	Rusty Boast	Justin Parker
	NDAH	DAWSON	LINBERGER		12/1/2017				LINE TECHNICIAN I	Electric/Underground Line Construction	Joe Albright	Scott Phillips
	JIMMY	HOWARD	LINEMAN		10/22/2007			jimmy@cityofgastonia.com	ASSISTANT DIVISION MANAGER PUBLIC WORKS	Power/Bldg/Power Bld	Date Denton	Dale DENTON
	DAVID	VAUGHN	LINGFELT		12/6/2011			lingfelt_david@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Fred McMurray
	LARRY	RANDALL	LINGFELT		4/2/2012			larryl@cityofgastonia.com	NURSANCE ABATEMENT OFFICER I	Development Services/Building Support	Rusty Boast	Brain Pruitt
	TYSON	GORDON	LINGERFELT		7/28/2008				LINE TECHNICIAN IV	Electric/Electric Line Construction	Joe Albright	Jody Kiser
	JAMES	EMANUELE	LIPSCOMB		12/15/2014				MOTOR EQUIPMENT OPERATOR I PUBLIC WORKS	Power/Bldg/Power Bld	Date Denton	EDWARD STROUD
	CHARLES	NAN	LITTLEJOHN JR		5/20/198				BUS DRIVER	Transit/Operations	Vincent Wong	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		8/27/2018				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Doug Barker
	DAVID	E	LUOTO		9/7/1999			luoto_david@cityofgastonia.com	AUTOMOTIVE SERVICE ATTENDANT	Police/Support Services	Chief Rob Helton	Paul Smith
	DAVID	BENTLEY	LUTZ		7/27/2015			lut_david@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Scott McClure
	DAVID	R	LUTZ		11/11/1986				LINE TECHNICIAN IV	Electric/Electric Service	Joe Albright	Michael St. Thomas
	DEREK	W	LUTZ		9/1/2015				AUTOMOTIVE MECHANIC II	Public Works/Equipment Services	Dale Denton	Roger Cable
	GARY	CLAUDE	MAERY		2/9/2015			gary@cityofgastonia.com	ELECTRIC SYSTEMS/RATE ENGINEER I	Electric/Administration	Joe Albright	Ron Gaff
	ANDREW	S	MAEY		3/4/2015				LINE TECHNICIAN IV	Electric/Electric Service	Joe Albright	Scott Phillips
	GLENN	E	MAEY		4/9/1989			glenn_e@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Michael St. Thomas
	CHRISTOPHER	DOUGLAS	MACKEY		11/6/2017			MacKay_Christopher@cityofgastonia.com	POLICE OFFICER II	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		12/28/2015				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		5/26/2015				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	ALAN	BENARD	MAE DYE		10/10/2005				CREW CHIEF PUBLIC WORKS	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Eubank
	JESSICA	GHEAT	MARSHALL		8/29/2011			jessicam@cityofgastonia.com	INFORMATION SYSTEMS ADMINISTRATOR	Technology Services/Applications	Beverly Bleker	Brandon Jackson
	MAX	ZAHN	MARSHALL		8/27/2018				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 Bleker	Ray Kurkuk
	JARRAMS	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	MARNEY	MASSEY		8/29/2005				AUTOMOTIVE MECHANIC II	Public Works/Equipment Services	Dale Denton	Sean Smith
	CARLA	MEGAN	MASTRO-SMITH		6/23/2008			mastrs_carla@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Adrienne Walker-Hall
	LEON	TAVERAS	MATTHEWS		5/9/2005			matthews_leon@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Matthew Young
	PAUL	MATTOX	MATTHEWS		4/18/2018			matthw_paul@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Bryan Samney
	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	Schiele Museum/Programs	Ann Tippett	Karl McKinnon
	JAMES	L	MAY II		6/2/2008			jimmym@cityofgastonia.com	CONSTRUCTION INSPECTOR	Development Services/Engineering	Rusty Bost	Joe Bleker
	ANDREW	CARLTON	MCBRIDE		9/5/2017				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Brandon Pressley
	KEITH	C	MC CABE		9/4/2001			McCabe_Keith@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Rodney Aldridge
	ELIZABETH	KELLY RICE	MC CARTER		1/25/2016				RECREATION CENTER LEADER	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Judy Griffin
	CAMERON	LEE	MC CASLIN		2/6/2017				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Chris Thompson
	ELLEN	MC CULLEN	MC CORMACK		4/14/2006			McCormack_Ellen@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II	Police/Support Services	Chief Phil Welch	Chris Thompson
	CLAUDIO	JRAY	MC CLEAVE		9/18/2017				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Matthew Singleton
	JESSICA	ANN	MC CLEAVE		3/26/2018				POLICE RECORDS SPECIALIST II	Police/Support Services	Chief Rob Helton	Janet Griffin
	MERRON	JONATHAN	MC CLEAVE		10/10/2005				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	DANIEL	SCOTT	MC CLURE		9/8/2009			daniel_scott@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	David Butler
	DARRYL	A	MC CLURE		3/19/1983			darrylm@cityofgastonia.com	RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Andy Stahr
	JUSTIN	FREDERICK	MC CONNELL		5/15/2017			mcconnell_justin@cityofgastonia.com	BUSINESS SYSTEMS ANALYST	Technology Services/Applications	Beverly Bleker	Tim Morrow
	DEVIN	MAURICE	MC CORMACK		3/13/2018				SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Shelley Hiestand
	JANIS	E	MC CORMACK		12/7/2015				POLICE RECORDS SPECIALIST I	Police/Support Services	Chief Rob Helton	Janet Griffin
	JARON	DEMORRIS	MC ELHANEY		4/3/2017				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Chris Adams
	ALAN	SHIMBAZZ	MC GREGG		3/15/2015			alanm@cityofgastonia.com	COMPUTER SUPPORT TECHNICIAN I	Technology Services/Infrastructure	Beverly Bleker	Ken Wright
	CYNTHIA	KOLLA	MC KAY		7/10/1989			mcKay_cynthia@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Harold Smith
	MICHAEL	A	MC KAY		9/2/1997			McKay_Mike@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Synthia Koenig
	KARL	LUTHER	MC KINNON		7/2/2007			karlm@cityofgastonia.com	ASSISTANT DIRECTOR OF SCHELE MUSEUM	Schiele Museum/Administration	Ann Tippett	Ann Tippett
	JANA	COLLEEN	MC KIM		4/6/2015				SENIOR PLANNER	Development Services/City Planning	Rusty Bost	Jason Thompson
	HUEY	A	MC KIM		6/6/1983			huym@cityofgastonia.com	TRAFFIC OPERATIONS MANAGER	Public Works/Public Works	Dale Denton	DALE DENTON
	HEATH	P	MC KILLIAN		11/15/1989			McKillian_Heath@cityofgastonia.com	LABORATORY SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	David Shellenbarger
	ANNETTE	L	MC MURRAY		3/19/2012			annetm@sewerutilities.com	LABORATORY SUPERVISOR	Water & Sewer/Wastewater Treatment	Joe Albright	David Shellenbarger
	FRED	DILLARD	MC MURRAY II		2/19/1996			McMurray_Fred@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Rodney Aldridge
	CHRISTIAN	MICHAEL	MC NEAL		4/10/2017				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Scott McClure
	THOMAS	BERNARD	MC NEAL		6/14/2013				LAKE ATTENDANT	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Skip Youngblood
	RICHARD	N	MC REE		9/14/2015			McRee_Richard@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Shante Southern
	JOSHUA	MARVIN	MC SWAN		1/22/2018				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Aaron Wurster
	DERICK	MEIK	MC SWAN		12/15/2008			mcSwan_derick@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Kevin Patton
	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	MERRETT		9/10/2018				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Leann Bressaff
	SANDRA	MASON	MERRILL		8/7/2005			randym@cityofgastonia.com	MANNEN/CAYENTA BILLING SPECIALIST II	Water & Sewer/Administration	Joe Albright	Kathy Jenkins
	CARRIE	M	MESSINGER		5/27/2006			carriem@cityofgastonia.com	WAREHOUSE TECHNICIAN	Financial Services/Purchasing	Crystal Certain	Jeff Lloyd
	BILLY	WAYNE	MESSER		9/13/1993			waynem@cityofgastonia.com	LINE TECHNICIAN IV	Electric/Electric Service	Joe Albright	Scott Phillips
	CHRISTOPHER	BOYD	MESSICK		8/20/2016				PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Chris Adams
	MICHAEL	STEPHEN	MC MAHER		5/26/2015			mhsm@cityofgastonia.com	ELECTRICIAN II	Public Works/Rdgs & Grounds	Dale Denton	Mike Mason
	IVY	TYLERA	MILLER		4/30/2018				BUS DRIVER	Transit/ADA Programs	Vincent Wong	Stephanie Barnett
	RAYMOND	JOHN	MILLER JR		5/11/2015				LINE TECHNICIAN IV	Electric/Electric Line Maintenance	Joe Albright	Shaune Helm
	CHEYEN	LEE	MILLS		8/14/2018				REFUSE COLLECTOR	Solid Waste/Sanitation	Dale Denton	Wayne Hendrickson
	TRAVIS	SENTEL	MINTER		10/1/2007				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Dale Denton	Chris Adams
	REBECCA	NMN	MINZT		7/9/2007			beckym@cityofgastonia.com	CASE MANAGEMENT SPECIALIST-CODE ENFORCEMENT	Development Services/Building Support	Rusty Bost	Brian Pruitt
	KEVIN	N	MONTEITH		6/19/2006				TREATMENT PLANT OPERATOR III	Water & Sewer/Water Treatment	Joe Albright	Dale Cobler
	JACOB	STEELE	MODDY		10/16/2017				TREATMENT PLANT OPERATOR I	Water & Sewer/Wastewater Treatment	Joe Albright	Kevin Graves
	JOHNNY	E	MOORE		11/15/2010			johnnym@sewerutilities.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Shelley Hiestand
	JASTIN	SCOTT	MOORE		9/21/2015				LANDSCAPE TECHNICIAN II	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Eubank
	KATHY	S	BYRD		9/10/2018				CUSTODIAN	Public Works/Rdgs & Grounds	Dale Denton	David Trest
	SHAWN	ANTHONY	MOORE		5/12/2007			shawnm@cityofgastonia.com	WAREHOUSE SUPERVISOR	Financial Services/Warehouse	Crystal Certain	Lindsay Howe
	TRENTON	JOHN	MC DANIEL		9/13/2018				POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Trent Conrad
	MARVIN	C	MOORE III		9/3/2016			marvinm@sewerutilities.com	FACILITIES MAINTENANCE ELECTRICIAN	Water & Sewer/Utilities Maintenance	Joe Albright	Brian Potolski
	ROBERT	MOORE	MOORE		11/4/2017			Robert_Moore@cityofgastonia.com	POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Scott Phillips
	MARK	A	MORGAN		5/18/2015				AUTOMOTIVE MECHANIC II	Public Works/Equipment Services	Dale Denton	Roger Cable
	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				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Easter
	FRANKLIN	D	MORROW		3/6/2017			morrow_robert@cityofgastonia.com	FIRE FIGHTER-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 Bleker	Beverly Bleker
	WILLIAM	CHARLES	MORROW		5/3/2017			morrow_charles@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Stanley Huffstatter
	RONALD	MOSS	MOSS		4/10/2017				RECORD CROSSING GUARD	Police/Field Services	Chief Rob Helton	Paul Smith
	JOHN	R	MOSS		5/21/2011				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	NICOLE	MUELLER JR		1/26/1991			muellemr_carl@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Eric Curtis
	REBECCA	MOORE	MURPHY		2/20/2002			rebeccam@cityofgastonia.com	MUSEUM RECEPTIONIST	Schiele 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@sewerutilities.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				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Michael McHenry
	TODD	S	NANNY		10/14/2002				TREATMENT PLANT OPERATOR III	Water & Sewer/Water Treatment	Joe Albright	Dale Cobler
	TAREK	E	NAVARRO		7/10/2006			tarekm@cityofgastonia.com	GIS ANALYST II	Electric/Administration	Joe Albright	Ron Gaff
	AMANDA	NICOLE	NEESE		5/3/2005			neese_amanda@cityofgastonia.com	POLICY AND RESEARCH ADMINISTRATOR	Police/Support Services	Chief Rob Helton	Rob Helton
	MICHAEL	NEURIS	NEUSE		9/14/2015			michaeln@cityofgastonia.com	BUILDING MAINTENANCE FIELD SUPERVISOR	Public Works/Rdgs & Grounds	Dale Denton	Stephen Webster
	CHARLES	E	NELSON		11/14/2011			nelson_eric@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Rodney Aldridge
	JOSE	R	NERIS		12/20/01			joern@cityofgastonia.com	CONSTRUCTION INSPECTOR	Development Services/Engineering	Rusty Bost	Joe Bleker
	CHARLES	S	NICHOLS		12/8/1997			scott@cityofgastonia.com	LINE TECHNICIAN IV	Electric/Electric Service	Joe Albright	Scott Phillips
	DAVID	BRITTS	NICHOLSON		3/24/2014			Davidn@cityofgastonia.com	COMMUNICATIONS INFRASTRUCTURE TECHNICIAN	Technology Services/Communications	Beverly Bleker	Paul Pivett
	STEPHEN	A	NOLDS		9/26/2005			andym@cityofgastonia.com	COMPUTER SUPPORT TECHNICIAN I	Technology Services/Infrastructure	Beverly Bleker	Ken Wright
	BARRY	SCOTT	NORMAN		11/15/2006				CREW CHIEF PUBLIC WORKS	Power Bill/Power Bill	Dale Denton	STEVE SHANNON
	ERIK	R	NORRIS		3/20/2014				CREW CHIEF PUBLIC WORKS	Power Bill/Power Bill	Dale Denton	EDWARD STROUD
	JEFFREY	SCOTT	NORRIS		8/6/2018				GROUNDS MAINTENANCE WORKER I	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Jerry Browning
	STEVEN	W	NORRIS		1/8/1991			steven@cityofgastonia.com	ELECTRIC UTILITY OPERATIONS SUPERVISOR	Electric/Substations	Joe Albright	Gene Jones
	ANTHONY	S	NORTON		4/19/2004			norton_scott@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Reid Bradford
	SANDRA	F	NORTON		6/14/1996				ATTENDANT I	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Judy Griffin
	HANNAH	DIANNE	OATES		8/24/2015				LABORATORY TECHNICIAN IV	Water & Sewer/Water Treatment	Joe Albright	Stephanie Johnson
	TRACY	HERNANDEZ	OATES	</								

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
	ALIJO	MARCELINO	PARADES		19/2017			jali@cityofgastonia.com	PLANNER	Development Services/Transportation Planning	Rusty Bost	Jason Thompson
	CHRISTOPHER	H	PARHAM		6/6/2011			rotp@cityofgastonia.com	SENIOR PARK MAINTENANCE TECHNICIAN	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Justin Parker
	ROBIN	H	PARHAM		8/6/2014			rotp@cityofgastonia.com	ADMINISTRATIVE ASSISTANT I	Parks & Cultural Svcs/Administration	Cam Carpenter	Cam Carpenter
	DAVID	ALAN	PARKER		6/20/2018			dpark@cityofgastonia.com	MUSEUM PROGRAM SPECIALIST	Schiele Museum/Programs	Ann Tippitt	Tony Pasour
	JUSTIN	RAY	PARKER		7/16/2011			jpark@cityofgastonia.com	PARK MAINTENANCE SUPERVISOR	Parks & Cultural Svcs/Athletics	Cam Carpenter	Jerry Browning
	KENNETH	WAYNE	PARKER		4/11/2016			kwark@cityofgastonia.com	CONSTRUCTION WORKER II	Water & Sewer/Street Maintenance	Date Denton	EDWARD STROUD
	LAUREN	ALEXIS	PARKER		6/11/2018			laurenp@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 Oswenby
	ROBBIN	SHEPHERD	PARKS		10/24/2016			robbin@cityofgastonia.com	CUSTOMER SERVICE REPRESENTATIVE II	Financial Services/Customer Service	Crystal Certain	Chuck Davis
	CYNTHIA	J	PARROTT		6/20/2006			cparr@cityofgastonia.com	MUSEUM RECEPTIONIST	Schiele Museum/Programs	Ann Tippitt	Karl McKinnon
	ABRAHAM	M	PASOUR		7/6/2001			apour_abe@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Byron Summey
	TONY	E	PASOUR		5/15/2000			tonyp@cityofgastonia.com	HEAD OF INTERPRETATION	Schiele Museum/Programs	Ann Tippitt	Byron Summey
	ANDREW	ELIAS	PATE		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 Albright	Jackie Hendricks
	JODY	LYNN	PAULK		1/11/2014			jpaulk@cityofgastonia.com	BUS DRIVER	Transit/ADA Paratransit	Vincent Wong	Stephanie Barnett
	CHRISTOPHER	D	PAYNE		11/30/1998			cpayne@cityofgastonia.com	COMPUTER SUPPORT TECHNICIAN II	Technology Services/Infrastructure	Beverly Bleker	Eric Nelson
	JONATHAN	TODD	PAYTON		8/19/2013			jonathand@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Paul Pruitt
	DAVID	WAYNE	PEACE		3/22/2010			davidp@cityofgastonia.com	COMMUNICATIONS SYSTEMS ENGINEER	Technology Services/Communications	Beverly Bleker	Ron Cook
	JUSTIN	T	PEARSON		4/28/2014			justint@workonutilities.com	FIELD SUPERVISOR I-SYSTEMS MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Keneth Griffin
	MICHAEL	G	PEARSON		2/9/1996			pearson_mike@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	James Griffin
	WILLIAM	M	PELER		6/7/2004			peeler_marc@cityofgastonia.com	POLICE OFFICER II	Police/Support Services	Chief Rob Helton	Paul Smith
	MIRIAM	J	PENN		2/12/2007			penn_miriam@cityofgastonia.com	POLICE RECORDS SPECIALIST III	Police/Support Services	Chief Rob Helton	Janet Griffin
	MATTHEW	CHARLES	PEOPLES		1/26/2015			mpeop@cityofgastonia.com	CITY MANAGER	City Manager	Michael Peoples	City Council
	RICHARD	N	PEREZ		8/11/2014			perer_rich@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Eric Nelson
	JOHN	CLARK	PETTY		10/16/2006			petty@cityofgastonia.com	MOTOR EQUIPMENT OPERATOR I-UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Justin Pearson
	HUE	THANH	PHAM		10/4/2004			huph@cityofgastonia.com	SENIOR SOFTWARE DEVELOPER & DATABASE ANALYST	Technology Services/Applications (Software)	Beverly Bleker	Jessica Marshall
	BRANDON	DWIGHT	PHILBECK		6/20/2016			brandonp@cityofgastonia.com	SYSTEMS MAINTENANCE TECHNICIAN II	Water & Sewer/Utilities Maintenance	Joe Albright	Justin Pearson
	BRANDON	SCOTT	PHILLIPS		6/28/2010			brandonp@cityofgastonia.com	LINE TECHNICIAN I	Electric/Electric Line Construction	Joe Albright	Matt Lambert
	CHAD	ADAM	PHILLIPS		7/11/2005			chadp@cityofgastonia.com	CREW CHIEF UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Justin Pearson
	CHARLES	SCOTT	PHILLIPS		10/24/1994			scottp@cityofgastonia.com	ELECTRIC UTILITY OPERATIONS SUPERVISOR	Electric/Electric Service	Joe Albright	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	PHILIPS		12/22/2007			philip_matt@cityofgastonia.com	MANAGED SERVICE ANALYST	Police/Support Services	Chief Rob Helton	Amanda Heston
	WESTLEY	ROBERT	PITCHFORD		1/31/2011			pitchford_wesley@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Wilson
	AARON	GUY	PLANTON		14/2016			aplanton@cityofgastonia.com	METER SERVICE TECHNICIAN I	Financial Services/Meter Services	Crystal Certain	Scott Oswenby
	JAMES	G	PLUMMONS		2/15/2001			jplum@cityofgastonia.com	LANDSCAPE TECHNICIAN II	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Exalt
	SHELLIE	RENEE	POOLE		1/11/2016			shellie@cityofgastonia.com	LABORATORY TECHNICIAN III	Water & Sewer/Wastewater Treatment	Joe Albright	Amanda McCarty
	LEX	A	POPOVICH		12/12/2005			lexpop@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Keith McCabe
	BRIAN	J	POTOCKI		10/8/2001			brinp@cityofgastonia.com	ASSISTANT DIRECTOR OF PUBLIC UTILITIES	Water & Sewer/Utilities Maintenance	Joe Albright	Joe Albright
	KENNETH	R	POTTER		5/21/2018			potter@cityofgastonia.com	ELECTRICIAN I	Water & Sewer/Utilities Maintenance	Joe Albright	Terry King
	PHILLIP	RUSSELL	POTTER		9/5/2017			potter@cityofgastonia.com	LINE TECHNICIAN I	Electric/Electric Service	Joe Albright	Scott Phillips
	HOLDEN	PHILIP	PRATER		1/11/2016			prater_holden@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Laura Biggestaff
	BRANDON	S	PRESSLEY		7/12/2004			pressley_brandon@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Kent Foy
	CALIB	LEE	PRICE		8/10/2012			price_calib@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Chris Wadsworth
	DAVIN	PRICE	PRICE		6/23/2014			price_davin@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Matthew Jones
	PAUL	WESLEY	PRIVETT		4/8/1991			paulp@cityofgastonia.com	COMMUNICATIONS SUPERVISOR	Technology Services/Communications	Beverly Bleker	Beverly Bleker
	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		9/9/2013			arnold@cityofgastonia.com	AUTOMOTIVE MECHANIC III	Transit/Maintenance	Date Denton	Steve Huss
	ROBERT	E	PROBST JR		5/30/2017			robertp@cityofgastonia.com	RIGHT-OF-WAY AGENT	Development Services/Engineering	Rusty Bost	Gary Saine
	BRIAN	L	PRUETT		11/5/2012			brianp@cityofgastonia.com	BUILDING CODES ADMINISTRATOR	Development Services/Building Support Svcs	Rusty Bost	Rusty Bost
	JONATHAN	REID	PRUITT		3/12/2018			jonathand@cityofgastonia.com	SENIOR MOTOR EQUIPMENT OPERATOR-ANIMATION	Solid Waste/Sanitation	Date Denton	Wayne Hendrickson
	RAEELA	BROOKS	PRUITT		2/13/2017			raeela@cityofgastonia.com	CUSTOMER SERVICE	Public Works/Bldg & Grounds	Date Denton	David Truitt
	BRANDON	G	PUTNAM		7/7/2014			brandonp@cityofgastonia.com	CODE ENFORCEMENT OFFICIAL IV	Development Services/Building Support Svcs	Rusty Bost	Brian Pruitt
	JASON	K	PUTNAM		11/4/2000			jasonp@cityofgastonia.com	ZONING OFFICER	Development Services/City Planning	Rusty Bost	Jason Thompson
	HOVIN	K	PUTNAM		2/19/1996			putnam_hovin@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Max Lee
	RYAN	A	PUTNAM		6/11/2001			putnam_ryan@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Craig Singer
	JAMES	FLOYD	QUEEN		3/6/1995			queen_jimmy@cityofgastonia.com	BATTALION CHIEF	Fire/Operations	Chief Phil Welch	Mark Rutherford
	JEFFREY	BRETT	QUEEN		8/21/1995			queen_jeff@cityofgastonia.com	BATTALION CHIEF	Fire/Operations	Chief Phil Welch	Mark Rutherford
	JACKLYN	ALECA	QUINLEY		2/14/2005			quinley_jack@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Scott Nelson
	ROY	ETHAN	QUINN JR		1/17/2017			royq@cityofgastonia.com	GIS ANALYST	Water & Sewer/Utilities Maintenance	Joe Albright	Brian Potok
	SARA	CATLIN	RAMSEY		4/30/2016			ramsey_catlin@cityofgastonia.com	POLICE RECORDS SPECIALIST I	Police/Support Services	Chief Rob Helton	Janet Griffin
	RYAN	RAMON	RAND		1/5/2008			rand_ryan@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Byron Summey
	MATTHEW	ROBERT	RATCHEFORD		7/7/2014			ratcheford_matt@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Brian Atkins
	JOHN	BRENT	RATCHEFORD II		2/21/2011			johnr@cityofgastonia.com	ENGINEERING TECHNICIAN II	Development Services/Engineering	Chief Rob Helton	Tucker Johnson
	STEVEN	DALE	RECTOR JR		7/24/2017			rektor@cityofgastonia.com	METER REPAIR TECHNICIAN	Water & Sewer/Customer Service	Joe Albright	Jackie Hendricks
	ALTON	REISE	REISE		8/19/1991			reise@cityofgastonia.com	SCHOOL CROSSING GUARD	Police/Field Services	Chief Rob Helton	Reid Butler
	BENJAMIN	W	REISE		6/26/2017			reise_ben@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Laura Biggestaff
	JORDAN	W	REISE		7/25/2011			reise_jordan@cityofgastonia.com	POLICE OFFICER I	Police/Support Services	Chief Rob Helton	Brian Pruitt
	TERRY	A	REIS		10/17/2016			terris@cityofgastonia.com	ASSISTANT FIRE MARSHAL I	Fire/Arts Safety	Chief Phil Welch	Chris Wadsworth
	LIP	MARLENE	REYES		9/25/2006			lip@cityofgastonia.com	PERMIT SPECIALIST	Development Services/Building Support Svcs	Rusty Bost	Justin Bruck
	GREGORY	S	REYNOLDS		3/24/2014			greg@cityofgastonia.com	CREW CHIEF I-PUBLIC WORKS	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Exalt
	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 Albright	Scott Phillips
	MOABE	RYNNE	RHYNE		9/12/2014			moabe@cityofgastonia.com	BUILDING CART TAKER	Schiele Museum/Operations	Ann Tippitt	Mark Russell
	MICHAEL	COSTNER	RHINE		3/2/2014			mich@cityofgastonia.com	AUTOMOTIVE SERVICE ATTENDANT	Transit/Maintenance	Date Denton	Steve Huss
	DYLAN	MARRELL	RICE		6/6/2016			dylan@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Aaron Wulster
	BENJAMIN	ANDREW	RICHARDSON		8/3/2015			benrich@cityofgastonia.com	LINE TECHNICIAN IV	Electric/Electric Line Maintenance	Joe Albright	Jody Kiser
	CATHERINE	COOK	RICHARDSON		6/23/2007			catherine@cityofgastonia.com	BELLING TECHNICIAN	Financial Services/Accounts Receivable	Crystal Certain	Billy Brown
	TRAVIS	C	RICHARDSON		3/12/2001			correy@cityofgastonia.com	ELECTRICAL SUBSTATION TECHNICIAN I	Electric/Substations	Joe Albright	Steve Norris
	LUIS	ENRIQUE	RIVERA		10/9/2006			luis@cityofgastonia.com	MOTOR EQUIPMENT OPERATOR I-UTILITIES MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Warehouse (light duty)
	VERONICA	CROSBY	ROBBINS		7/7/2018			veronica@cityofgastonia.com	BUS DRIVER	Transit/ADA Paratransit	Vincent Wong	Stephanie Barnett
	CALEEN	LOUISE	ROBERTS		10/15/2014			cal@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Development Services/City Planning	Rusty Bost	Jason Thompson
	JEFFREY	S	ROBERTS		9/8/2014			jeff@cityofgastonia.com	TREATMENT PLANT OPERATOR III	Water & Sewer/Wastewater Treatment	Joe Albright	Doug Barker
	BILLY	W	ROBINSON		4/10/1984			billy@cityofgastonia.com	TRAFFIC SERVICES TECHNICIAN II	Public Works/Public Works	Date Denton	JOEY THOMPSON
	DAVID	ROBINSON	ROBINSON		12/10/1994			robinson_david@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jody Kiser
	WILLIAM	K	ROBINSON		5/17/2004			robinson_will@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Earl Wilbers
	ANTHONY	LAZARO	RODRIGUEZ		10/3/2005			rodriguez_antonio@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Michael Huss
	CARY	CHERESHKOFF	RODRIGUEZ		7/11/2016			caryr@cityofgastonia.com	CIVIL ENGINEER I	Development Services/Engineering	Rusty Bost	Gary Saine
	LUCAS	ROLLIN	ROLLIN		6/12/2011			rollin_lucas@cityofgastonia.com	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Byron Summey
	ROBERT	B	ROLLINS		18/2018			rollins_robert@cityofgastonia.com	POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Trent Conrad
	STEPHEN	ANDREW	ROLLINS		11/23/2010			rollins_stephen@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Thomas Doby
	BENJAMIN	ROPER	ROPER		5/20/2006			roper_ben@cityofgastonia.com	POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Shane Jones
	ELIANE	GIBSON	ROPER		6/20/2016			roper_eliane@cityofgastonia.com	POLICE RECORDS SPECIALIST III	Police/Support Services	Chief Rob Helton	Janet Griffin
	LOLITA	BROWN	ROBERDO		6/20/2011			lrober@cityofgastonia.com	GENERAL LEDGER ACCOUNTANT	Financial Services/Accounting	Crystal Certain	Wendell Hendrix
	DOUGLAS	MCQUIRE	ROSS		6/23/2018			douglas@cityofgastonia.com	LANDSCAPE TECHNICIAN I	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Tripp White
	TED	HENRY	ROSS		5/21/2005			ted@cityofgastonia.com	RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation Centers	Cam Carpenter	Andy Starr
	DAVID	AUSTIN	ROWLAND		1/12/2009			rowland_david@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Patrick Spiker
	DAVID	KENNETH	ROWLAND		8/14/1995			davidr@cityofgastonia.com	ASSISTANT DIVISION MANAGER-WATER TREATMENT/WATER QUALITY	Water & Sewer/Water Treatment	Joe Albright	Ed Cross
	ZACHARY	NOAH	ROWLAND		7/29/2013			zach@cityofgastonia.com	SURVEYING TECHNICIAN II	Development Services/Engineering	Rusty Bost	Cliff Johnson
	DUSTIN	L	RUDISILL		4/9/2001			dustin@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Jimmy Queen
	MARK	C	RUDISILL		10/5/1998			markr@cityofgastonia.com	MAINTENANCE & SECURITY MANAGER	Schiele Museum/Operations	Ann Tippitt	Karl McKinnon
	KENNY	WAYNE	RUFF		12/14/1998			kenny@cityofgastonia.com	SENIOR SOFTWARE DEVELOPER & DATABASE ANALYST	Technology Services/Applications	Beverly Bleker	Brandon Jackson
	DEERAM	GEORGE	RUFFIN		14/1997			deeram@cityofgastonia.com	UTILITY BILLING ANALYST	Financial Services/Accounts Receivable	Crystal Certain	Billy Brown
	MARK	ALLEN	RUMFORD		1/29/1991			rumford_mark@cityofgastonia.com	DEPUTY FIRE CHIEF	Fire/Administration	Chief Phil Welch	Chris Wadsworth
	GEORGE	R	SADLER		3/6/2000			gsadler@cityofgastonia.com	MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power Bldg/Power Bldg	Date Denton	STEVE SHANNON
	GARY	VICTOR	SAINE		4/25/1994			gary@cityofgastonia.com	CITY ENGINEER	Development Services/Engineering	Rusty Bost	Rusty Bost
	JACOB	LEE	SAISING		7/10/2017			jacob@cityofgastonia.com	REFUSE COLLECTOR	Solid Waste/Sanitation	Date Denton	Wayne Hendrickson
	NODEL	NMN	SANTOYO		7/30/2018			nodel@cityofgastonia.com	POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Paul Smith
	JASON	KNOX	SARRAT		2/12/2010			sarrat_jason@cityofgastonia.com	POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Doug Carpenter
	STEPHANIE	B	SCHERWINGER		7/8/1996			stephanie@cityofgastonia.com	DIVISION MANAGER-WASTEWATER TREATMENT	Water & Sewer/Wastewater Treatment	Joe Albright	Justin Pearson
	RUSSELL	CALVIN	SCHLICK		7/28/2014			schlick_russell@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Laura Biggestaff
	TRACY	KARENA	SCHNEIDER		12/30/2002			tracy@cityofgastonia.com	HUMAN RESOURCES COORDINATOR	Human Resources/Human Resources	Judy Smith	Judy Smith
	JOHN	E	SCHNEIDER II		7/10/2017			john@cityofgastonia.com	MOTOR EQUIPMENT OPERATOR I-PUBLIC WORKS	Power Bldg/Power Bldg	Date Denton	STEVE SHANNON
	ROBERT	BENJAMIN	SCURRY II		7/23/2018			robert@cityofgastonia.com	SYSTEMS MAINTEN			

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	SHANDLER		8/27/2007			jimmies@cityofgastonia.com	COMMUNICATIONS TECHNICIAN	Technology Services/Communications	Beverly Becker	Paul Privitt
	JEANNE	W	SHUFORD		12/13/1995			jeannes@cityofgastonia.com	TREASURY & GRANTS MANAGER	Financial Services/Revenue Administration	Crystal Certain	Susan Klutz
	GLORIA	DIANE	SHUMATE		11/29/2014			dianes@cityofgastonia.com	HUMAN RESOURCES CUSTOMER SERVICE REPRESENT	Human Resources/Human Resources	Judy Smith	Judy Smith
	JOAN	E	SIMMONS		5/20/1996			jeans@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 Passour
	CRAG	EDWARD	SINGER		4/6/2007			crag_e@cityofgastonia.com	POLICE SERGIANT	Police/Field Services	Chief Rob Helton	David Bradford
	MATHEW	BENTON	SINGLETON		12/6/1999			matthews@cityofgastonia.com	FIELD SUPERVISOR I-SYSTEMS MAINTENANCE	Water & Sewer/Utilities Maintenance	Joe Albright	Ron Cook
	SARA	ELIZABETH	SLAUGHTER		9/25/2017			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				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Byron Summey
	DONNA	P	SMITH		8/23/1989			donnasmith@cityofgastonia.com	ADMINISTRATIVE ASSISTANT III	Water & Sewer/Water Treatment	Chief Rob Helton	Rob Helton
	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			asha@cityofgastonia.com	CITY ATTORNEY	City Attorney	Ash Smith	City Council
	PHILIP	H	SMITH		6/19/1999			smith_philip@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	James Barnett
	PRESTON	DEAN	SMITH		5/30/2017				BUS DRIVER	Transit/Operations	Vincent Wong	Stephanie Barnett
	TERESA	I	SMITH		7/25/2005			teresas@cityofgastonia.com	CUSTOMER SERVICE SPECIALIST	Solid Waste/Administration	Date Denton	Lauren Hinely
	THOMAS	WATSON	SMITH III		7/6/2007			thomas@cityofgastonia.com	CONSTRUCTION INSPECTOR	Development Services/Engineering	Rusty Boat	Joe Becker
	KEVIN	SMITH	JR		1/4/2010			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
	CECIL	PRINCE	SMITH JR		5/26/2015				WEEKEND OPERATIONS AND SECURITY	Schiele Museum/Operations	Ann Tippitt	Mark Russell
	MARNAH	LYNN	SMITHWICK		7/26/2014				DISPATCHER	Transit/Administration	Vincent Wong	Stephanie Barnett
	DALINE	DALE	SNIPES		8/16/2010				CUSTOMER SERVICE SPECIALIST	Parks & Cultural Svcs/Recreation	Cam Carpenter	Judy Smith
	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 Passour
	DAVARUS	SHAUNTE	SOUTHERN		5/30/2006			southern_shaunte@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Reid Bradford
	PATRICK	A	SPINKER		4/29/2013			Spinker_Patrick@cityofgastonia.com	POLICE SERGIANT	Police/Field Services	Chief Rob Helton	Rodney Adair
	JOE	CLIFFORD	SPINER		12/14/2009				CREW CHIEF - PUBLIC WORKS	Power/Bldg/Power Bldg	STEVE SWANSON	STEVE SWANSON
	SCOTT	ALLEN	SPIVAK		9/10/2018				PLANETARIUM PROGRAM PRESENTER	Schiele Museum/Programs	Ann Tippitt	William Snyder
	MICHAEL	S	SPRIGGS		6/21/1999				TREATMENT PLANT OPERATOR III	Water & Sewer/Water Treatment	Joe Albright	Date Cobler
	MICHAEL	ST	THOMAS		4/8/2010			stthomas_michael@cityofgastonia.com	CAPTAIN	Fire/Operations	Chief Phil Welch	Jody Kasten
	ANDREW	J	STARR		12/30/2013			andys@cityofgastonia.com	ASSISTANT DIRECTOR OF PARKS/CULTURAL SERVICES-RECREATION PROGRAMS	Parks & Cultural Svcs/Athletics	Cam Carpenter	Cam Carpenter
	ERIC	K	STAMEY		4/9/2018				SENIOR MOTOR EQUIPMENT OPERATOR-	Solid Waste/Sanitation	Date Denton	Chris Adams
	JIMMY	LEE	STAMEY		6/3/1990			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 II	Police/Support Services	Chief Rob Helton	Kevin Putnam
	JEANNA	STAR	STAR		5/20/2004				CONSTRUCTION WORKER II	Stormwater/Infrastructure	STEVE SWANSON	STEVE SWANSON
	JAMES	R	STEELE		7/28/2008				AUTOMOTIVE MECHANIC II	Transit/Maintenance	Date Denton	Steve Hux
	RONALD	FRANKLIN	STEELEMAN		4/30/2018				LANDSCAPE TECHNICIAN	Electric/Street Lights	Joe Albright	Scott Phillips
	JAMES	STEPHEN	STEELEMAN		11/23/2009			stephens_james@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Paul Smith
	SHANE	D	STEPHENS		8/8/2016				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Tim Barnhill
	ALICE	W	STEWART		10/13/1997			alices@cityofgastonia.com	COMPUTER SYSTEMS ADMINISTRATOR	Technology Services/Infrastructure	Beverly Becker	Beverly Becker
	CHARLES	CLANTON	STEWART		7/6/2001			stewart_charlie@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Kent Fey
	WALTER	STEWART	STEWART		6/27/2016				TECHNOLOGY SERVICES ANALYST	Technology Services/Infrastructure	Beverly Becker	James Owens
	ROBERT	CHRISTOPHER	STOWE		2/6/2018			stowe_chris@cityofgastonia.com	FIRE MARSHAL	Fire/Life Safety	Chief Phil Welch	Willie Warren
	JOSEPH	COLBY	STRAIN		12/6/2010			strain_coby@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Rob Helton	Ashon Brown
	RICHARD	HARMON	STRANKE		10/22/2012			richd@cityofgastonia.com	MUSEUM GUEST SERVICES SPECIALIST	Schiele Museum/Administration	Ann Tippitt	Karl Smith
	EDWARD	D	STROUD		10/14/2002			ed@cityofgastonia.com	FIELD SUPERVISOR I-PUBLIC WORKS	Power/Bldg/Power Bldg	Date Denton	JIMMY LINEMAN
	ROBERT	ALLEN	STROUD		10/18/2014				MUNICIPAL ARBORIST	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Tripp White
	ELIZABETH	NIN	STROUPE		6/20/2011				POOL ATTENDANT	Parks & Cultural Svcs/Athletics	Cam Carpenter	Jane Taylor
	TODD	ALAN	STROUPE		11/14/2016			todd@cityofgastonia.com	COOL ENFORCEMENT OFFICIAL I	COOL ENFORCEMENT/Building Support	Rusty Boat	Brian Pratt
	CHASIE	ALEXANDER	STURDS		5/24/2018				POOL ATTENDANT	Parks & Cultural Svcs/Athletics	Cam Carpenter	Janet Taylor
	JOE	TILMAN	STURDS		6/8/2009				MANAGEMENT EQUIPMENT OPERATOR	Parks & Cultural Svcs/Recreation	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
	BOUNDS	NN	SYBOUTAN		5/22/2000			syboutan_bounsouan@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Patrick Spiker
	MARK	W	TANT JR		5/14/2018			tant_mah@cityofgastonia.com	POLICE OFFICER I	Police/Field Services	Chief Rob Helton	Patrick Spiker
	MARGARET	TAULZ	TAYLOR		3/9/1996			marg@cityofgastonia.com	PROJECT ADMINISTRATOR	Development Services/Engineering	Rusty Boat	Gary Sane
	JANET	LOUISE	TAYLOR		9/14/1998			janett@cityofgastonia.com	RECREATION MANAGER	Parks & Cultural Svcs/Athletics	Cam Carpenter	Andy Stahr
	MAURICE	L	TAYLOR III		7/16/2018				POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Paul Smith
	MAURICE	TAYLOR JR	TAYLOR		7/6/2016			taylor_maurice@cityofgastonia.com	POLICE OFFICER II	Police/Field Services	Chief Rob Helton	Jameson Helman
	AARON	J	TELFORD		8/8/2016				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Tracy Oates
	THOMAS	PAYTON	TERNAOEN		4/9/2018				GROUNDS MAINTENANCE WORKER I	Parks & Cultural Svcs/Recreation	Cam Carpenter	Jerry Browning
	BRANDY	NICHOLE	TERRELL		1/30/2017				RECREATION CENTER LEADER	Parks & Cultural Svcs/Recreation	Cam Carpenter	Tanya Trington
	TYLER	SCOTT	TERRY		10/2/2017				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Easler
	JOHNNY	C	TERRY JR		1/26/2001			Terry_John@cityofgastonia.com	POLICE OFFICER III	Police/Support Services	Chief Rob Helton	Kevin Putnam
	BRADFORD	JEREMY	THOMAS		12/1/2017				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Rodney Adair
	WENDROW	THOMAS	THOMAS JR		6/14/2018			Thomas_Wendrow@cityofgastonia.com	CREW CHIEF	Fire/Operations	Chief Phil Welch	Mark Rutherford
	ADAM	CHARLES	THOMPSON		8/19/2017				LANDSCAPE TECHNICIAN II	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Ewart
	ANGELA	MOFFITT	THOMPSON		11/20/2017			angie@cityofgastonia.com	HUMAN RESOURCES TECHNICIAN	Human Resources/Human Resources	Judy Smith	Judy Smith
	BRANDI	L	THOMPSON		7/30/2018				POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Trent Conrad
	CHRISTOPHER	S	THOMPSON		10/9/2001			thompson_shane@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Woody Thomas
	ERIC	L	THOMPSON		4/24/2000				DEVELOPMENT SERVICES/CITY PLANNING	Development Services/City Planning	Rusty Boat	Rusty Boat
	GREGORY	JUNIOR	THOMPSON		6/27/1992				PARK MAINTENANCE SUPERVISOR	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Jerry Browning
	JORDAN	AUSTIN	THOMPSON		3/6/2017				LANDSCAPE TECHNICIAN II	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Ewart
	JOSEPH	C	THOMPSON		11/7/2005			joey@cityofgastonia.com	SIGNAL SYSTEM SUPERVISOR	Public Works/Public Works	Date Denton	HUEY MC MILLAN
	NICHOLE	SHANICE	THOMPSON		4/17/2017			nsteph@cityofgastonia.com	BUSINESS SYSTEMS ANALYST	Technology Services/Applications	Beverly Becker	Beverly Becker
	RODNEY	LEE	THOMPSON		9/18/2008			thompson_rodne@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Ryan Rankin
	ZACHARY	JAKE	THOMPSON		10/31/2016				LANDSCAPE TECHNICIAN II	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Ewart
	CLAYTON	JERRID	THORNBERG		2/6/2017				FIRE INSPECTOR I	Fire/Life Safety	Chief Phil Welch	Chris Stowe
	THOMAS	DEVON	TINDAL JR		2/16/2004				TREATMENT PLANT OPERATOR II	Water & Sewer/Water Treatment	Joe Albright	Date Cobler
	VERNA	TRIPP	TINNEY		12/31/1988			verna@cityofgastonia.com	PRESIDENT SCHIELE MUSEUM	Schiele Museum/Administration	Ann Tippitt	Michelle Brady
	PETER	E	TITUS		12/14/2013				SENIOR MOTOR EQUIPMENT OPERATOR-	Solid Waste/Sanitation	Date Denton	Chris Adams
	JUSTIN	S	TONEY		3/7/2016			toney_justin@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Mike St. Thomas
	LOURDES	NN	TORRES		8/14/2017				POLICE RECORDS SPECIALIST I	Police/Support Services	Chief Rob Helton	Janet Griffin
	TIMOTHY	BURFORD	TRAKAS JR		3/7/2016				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Harold Fughetti
	OWEN	TRAMMELL	JR		1/10/1/1999				SCHOOL CROSSING GUARD	Police/Field Services	Chief Rob Helton	Reid Bradford
	NANCY	ADAMS	TRAWICK		7/18/1994			nancy@cityofgastonia.com	PAYROLL SPECIALIST	Financial Services/Accounting	Crystal Certain	Wendell Hendrix
	TANYA	R	TROGDON		11/10/2007			tanya@cityofgastonia.com	RECREATION CENTER SUPERVISOR	Parks & Cultural Svcs/Recreation	Cam Carpenter	Andy Stahr
	DAVID	H	TRUETT JR		6/6/1990				CUSTODIAL FIELD SUPERVISOR	Public Works/Bldg & Grounds	Date Denton	Stephen Webber
	GREGORY	O'NEIL	TUCKER		1/7/2013			Tucker_Gregory@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Laura Biggestaff
	EDWARD	D	TURAS		5/17/1998			Turas_Ed@cityofgastonia.com	POLICE CAPTAIN	Police/Support Services	Chief Rob Helton	Mike Smith
	DALE	WHITENER	TURNS		8/10/2018				CUSTOMER SERVICE REPRESENTATIVE I	Public Works & Grounds	Chris Dantes	David Tran
	JAMES	S	TURNER		19/2006			turner_scott@cityofgastonia.com	FIREFIGHTER-CERTIFIED II	Fire/Operations	Chief Phil Welch	Mike Hux
	ROBERT	ERNEST	TURNER JR		6/10/2013				METER REPAIR TECHNICIAN	Water & Sewer/Customer Service	Joe Albright	Jackie Hendricks
	TYLER	MATTHEW	TURNIN		7/20/2018				SYSTEMS MAINTENANCE TECHNICIAN I	Water & Sewer/Utilities Maintenance	Joe Albright	Shelby Jennings
	VANESSA	ANN	VALERIO		7/30/2018				POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Trent Conrad
	PATTY	L	VANANTWERP		9/13/2010				SCHOOL CROSSING GUARD	Police/Field Services	Chief Rob Helton	Trent Conrad
	JENNIFER	LIN	VEGA		6/11/2016			Jennifer@cityofgastonia.com	TELECOMMUNICATIONS SPECIALIST-CUSTOMER SERVICE REPRESENTATIVE	Solid Waste/Administration	Date Denton	Lauren Hinely
	LAREYNA	JALALYN	VEGA		5/21/2018				POOL ATTENDANT	Parks & Cultural Svcs/Athletics	Cam Carpenter	Janet Taylor
	CEDRIC	DEMOND	VINSON JR		12/11/2017				LINE TECHNICIAN I	Electric/Electric Line Construction	Joe Albright	Jody Kasten
	JUSTIN	STEPHEN	VRLA		3/27/2017			justin@cityofgastonia.com	COMPUTER SYSTEMS ADMINISTRATOR	Technology Services/Infrastructure	Beverly Becker	Beverly Becker
	CHRISTOPHER	DEAN	WALDRUP		10/16/2018			waldrup_christ@cityofgastonia.com	POLICE SERGEANT	Police/Field Services	Chief Rob Helton	Trent Conrad
	MATTISON	J	WALKER		6/23/2014			matt@cityofgastonia.com	COOL ENFORCEMENT OFFICIAL III	Development Services/Building Support	Rusty Boat	Brian Pratt
	RONALD	C	WALKER JR		1/31/1994				FACILITIES PLANT MECHANIC II	Water & Sewer/Utilities Maintenance	Joe Albright	Terry King
	JASON	STEWART	WALLACE		9/13/1993			jason@cityofgastonia.com	CIVIL ENGINEER III	Development Services/Engineering	Rusty Boat	Gary Sane
	JULIA	GARLAND	WALLACE		9/3/2013				POLICE RECORDS SPECIALIST II	Police/Support Services	Chief Rob Helton	Janet Griffin
	KIMBERLEY	ANN	WALLIS		12/20/06			kimw@cityofgastonia.com	PLANNER	Development Services/City Planning	Rusty Boat	James Thompson
	BARRIE	C	WALSBURGER		12/12/2011				FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Eric Carter
	CHRISTOPHER	ANDRE	WALTERS		4/7/2017			chrisw@cityofgastonia.com	BUSINESS SYSTEMS ANALYST	Technology Services/Applications	Beverly Becker	Ray Kurkai
	LOREN	K	WARD		4/9/2001			ward_loren@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Kent Hamon
	WILLIAM	CONRAD	WARREN		5/15/1993			Warren_William@cityofgastonia.com	ASSISTANT FIRE CHIEF & EMERGENCY MANAGER	Fire/Administration	Chief Phil Welch	Chief Phil Welch
	COLBY	CALDWELL	WATTS		9/21/2015				CREW CHIEF PUBLIC WORKS	Parks & Cultural Svcs/Maintenance	Cam Carpenter	Adam Ewart
	DAVID	MATTHEW	WATTS		8/28/2006				LINE TECHNICIAN IV	Electric/Electric Service	Joe Albright	Scott Phillips
	JOSHUA	KEITH	WATTS		8/9/2014			watts_josh@cityofgastonia.com	FIREFIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Jason Nevis
	MICHAEL	BRANDON	WATTS		9/27/1989</							

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	LEFEVRES	WELCH		11/15/2007			welch_stephanie@cityofgastonia.com	ADMINISTRATIVE ASSISTANT II	Police/Support Services	Chief Rob Helton	Eric Wiggins
	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
	WRESTIN	NICOLE	WHEELER		12/26/2017				ADMINISTRATIVE ASSISTANT II	Development Services/Transportation	Rusty Boat	Jason Thompson
	JONATHAN	CHARLES	WHISNANT		4/29/2013				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Barry Wilson
	JUSTIN	ERWIN	WHISNANT		8/7/2017				FIRE FIGHTER-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
	LATANYA	S	WHITE		7/6/2001			white_latanya@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Brandon Workman
	MICHAEL	AUSTIN	WHITE		6/12/2006			white_justin@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Synthia Kearney
	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	Ashlon Brown
	ROBERT	DEREK	WHITESIDES		4/20/2015				SENIOR MOTOR EQUIPMENT OPERATOR-SANITATION	Solid Waste/Sanitation	Date 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	FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	Stanley Huftstetter
	ALEXIS	BRIANNA	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	Date Denton	David Truitt
	FREDERICK	A	WILLIAMS		8/2/2010			williams_fred@cityofgastonia.com	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Randy Gantt
	HEWIE	B	WILLIAMS		10/22/2001			burnsw@cityofgastonia.com	REVENUE SECURITY TECHNICIAN	Financial Services/Accounts Receivable	Crystal Certain	Billy Rhom
	JESSICA	L	WILLIAMS		7/28/2017			jessiew@cityofgastonia.com	BUDGET ANALYST	Financial Services/Budget	Crystal Certain	Crystal Falls
	RAYNOR	HOUSTON	WILLIAMS		3/12/2012				FIRE FIGHTER-CERTIFIED	Fire/Operations	Chief Phil Welch	William Fontenberry
	DANIEL	JACOB	WILLIS		1/29/2018				CONSTRUCTION WORKER II	Water & Sewer/Street Maintenance	Date 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		7/21/1987			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	Skp Youngblood
	GARY	LEN	WITHERS II		6/20/2005			wITHERS_len@cityofgastonia.com	FIRE ENGINEER	Fire/Operations	Chief Phil Welch	Tracy Oates
	GARL	H	WITHERS II		11/10/1987			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	Skp 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	WOOLLUMS		2/8/1992			reneaw@cityofgastonia.com	DELINQUENT ACCOUNTS SPECIALIST	Financial Services/Accounts Receivable	Crystal Certain	Billy Rhom
	TERRY	B	WORKMAN		3/2/2009			workman_brendon@cityofgastonia.com	FIRE CAPTAIN	Fire/Operations	Chief Phil Welch	Synthia Kearney
	JAMES	A	WORLEY		2/3/2014			jamesw@cityofgastonia.com	UTILITY LOCATOR	Electric/Electric Service	Joe Albright	Shayne Helm
	KENNETH	H	WRIGHT		11/30/1998			kaww@cityofgastonia.com	CLIENT SERVICES MANAGER	Technology Services/Infrastructure	Beverly Blake	Beverly Blake
	MARK	L	WRIGHT		7/15/2002			wright_mark@cityofgastonia.com	FIRE FIGHTER-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 Ashridge
	JESSIE	PAUL	YAGER		7/27/2015			YAGER_JESSIE@CITYOFGASTONIA.COM	POLICE OFFICER III	Police/Field Services	Chief Rob Helton	Chris Wadnoug
	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	YOUNGLOOD		2/19/2007			psjwy@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;**

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All Town Employees:

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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.

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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,

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

- #8226 First Name
- #8226 Last Name
- #8226 Gender
- #8226 Race/Ethnicity
- #8226 Age
- #8226 Year of Employment
- #8226 Email
- #8226 Title
- #8226 Department
- #8226 Their Supervisor

LGWI Template: City/County Manager Email to Employees

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Please know that I personally value your opinion and hope you will take this opportunity to make your voice known.

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.

Get [Outlook for iOS](#)

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

I have another question.

We would like to offer an incentive for taking the survey. Probably a 4 hour vacation credit. How can we do this based to the statements in the beginning of the survey that say the City will not know who participated?

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Sent: Friday, August 17, 2018 8:54 AM

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That makes sense. Field supervisors are the ones who do performance evals?

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To: Davis, Leisha DeHart

Subject: RE: Follow Up

Leisha,

Quick questions. Regarding the supervisor data field how far down the supervisor chain should we go. For example in public works would we stop at division manager, field supervisor, crew chief, etc. I suggest we stop at field supervisor. I believe this makes the most sense in terms of how we are organized.

Thoughts?

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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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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**
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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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From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: Follow Up
Date: Friday, August 17, 2018 8:56:49 AM
Attachments: [image001.png](#)

I have another question.

We would like to offer an incentive for taking the survey. Probably a 4 hour vacation credit. How can we do this based to the statements in the beginning of the survey that say the City will not know who participated?

Todd

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

Get [Outlook for iOS](#)

From: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Sent: Friday, August 17, 2018 8:41 AM
To: Davis, Leisha DeHart
Subject: RE: Follow Up

Leisha,

Quick questions. Regarding the supervisor data field how far down the supervisor chain should we go. For example in public works would we stop at division manager, field supervisor, crew chief, etc. I suggest we stop at field supervisor. I believe this makes the most sense in terms of how we are organized.

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

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;

** 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: Follow Up
Date: Friday, August 17, 2018 8:41:36 AM
Attachments: [image001.png](#)

Leisha,

Quick questions. Regarding the supervisor data field how far down the supervisor chain should we go. For example in public works would we stop at division manager, field supervisor, crew chief, etc. I suggest we stop at field supervisor. I believe this makes the most sense in terms of how we are organized.

Thoughts?

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Employee List

• First Name
• Last Name
• Gender
• Race/Ethnicity

• **Age**
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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: 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

I don't have a camera. My number is below. Any chance we could push this to 3:30?

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

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Sent: Monday, July 09, 2018 1:55 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:ldhart@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

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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 <ldhart@sog.unc.edu>
Subject: Local Government Workplaces Initiative Employee Survey Roundup Service Agreement

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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:ldhart@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 <ldhart@sog.unc.edu>
Subject: RE: 2018 Employee Survey Roundup???

Thank you.

Todd

From: Davis, Leisha DeHart [mailto:ldhart@sog.unc.edu]
Sent: Tuesday, March 27, 2018 9:13 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: 2018 Employee Survey Roundup???

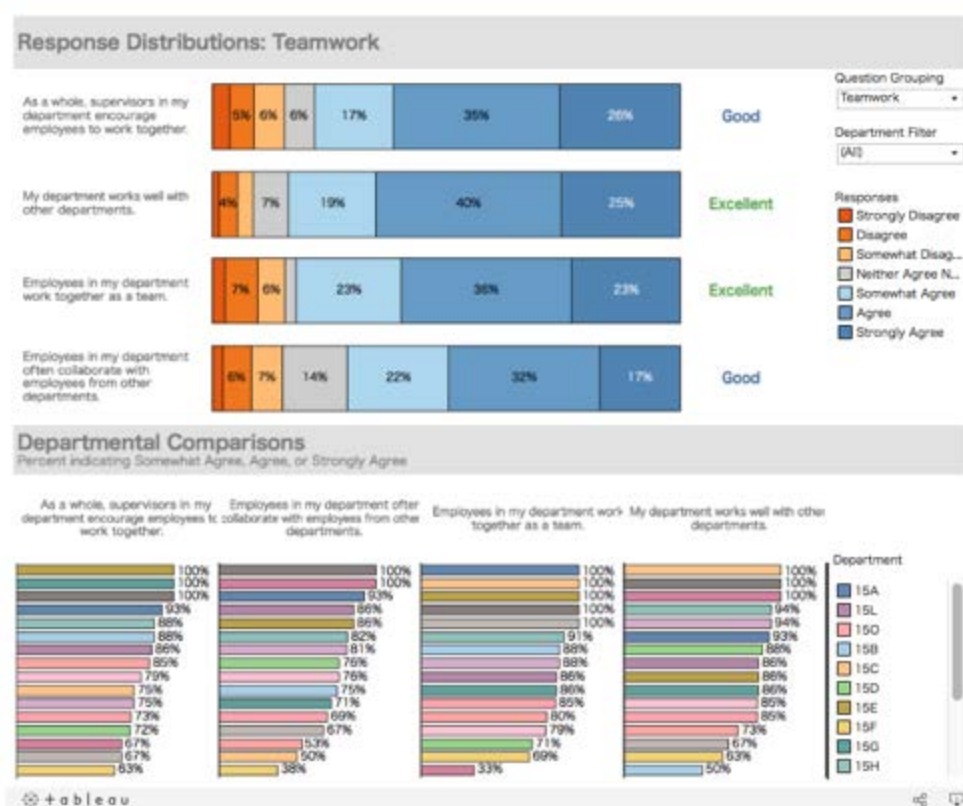
One more thing: we may only have an August Roundup (May is typically not a great time, but we wanted to offer the option). If you want your research sooner rather than later, let me know how much you want to invest, and I'll provide a scope of work.

From: Leisha DeHart-Davis <ldhart@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 <ldhart@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:ldhart@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 <ldhart@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

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

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:ldhart@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 <ldhart@sog.unc.edu>

Subject: RE: Employee Survey Roundup

Thank you. I'll call in just a few.

Todd

From: Davis, Leisha DeHart [<mailto:ldhart@sog.unc.edu>]
Sent: Friday, April 28, 2017 9:33 AM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: Employee Survey Roundup

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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](#)

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The City of Gastonia would like to participate in the August roundup.

Please let me know what you need from me.

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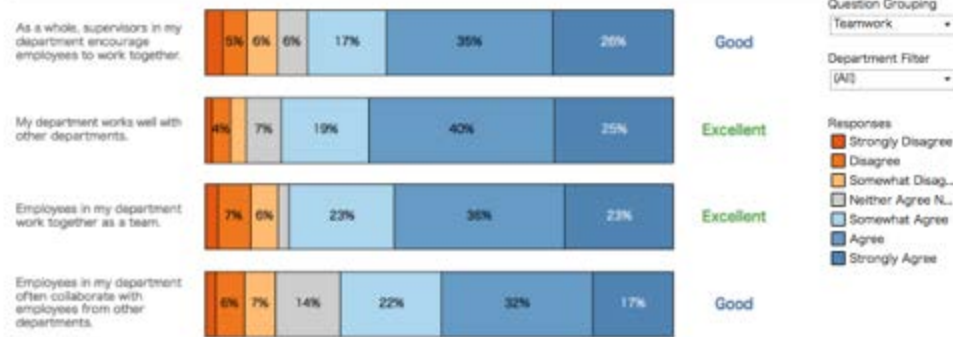
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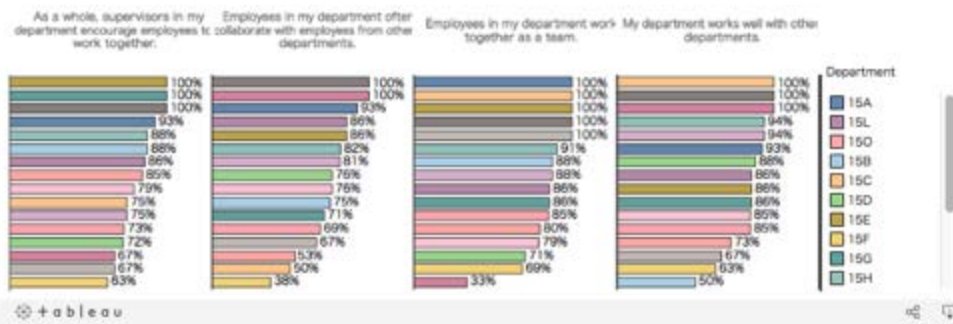
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Response Distributions: Teamwork



Departmental Comparisons

Percent Indicating Somewhat Agree, Agree, or Strongly Agree



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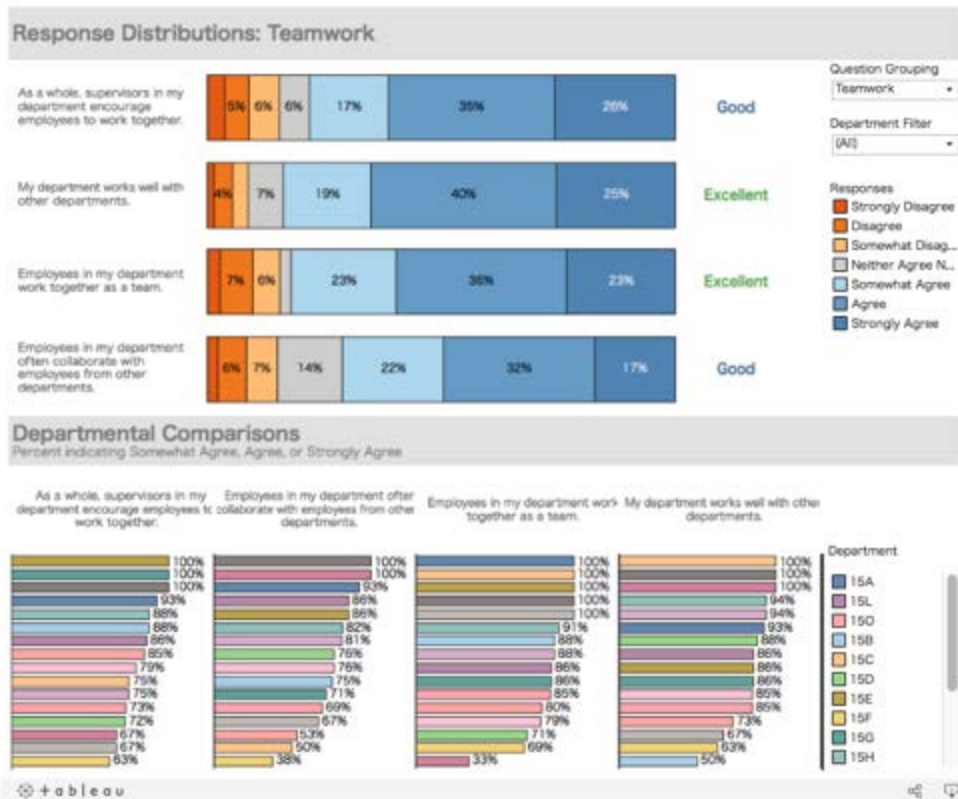
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Sent: Wednesday, February 28, 2018 4:21 PM
To: Carpenter, Todd <vtcarpenter@cityofgastonia.com>
Subject: Re: 2018 Employee Survey Roundup???

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From: "Carpenter, Todd" <vtcarpenter@cityofgastonia.com>
Date: Wednesday, February 28, 2018 at 4:18 PM
To: Leisha DeHart-Davis <ldhart@sog.unc.edu>
Subject: 2018 Employee Survey Roundup???

Leisha,

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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,

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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

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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.

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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>

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From: [Carpenter, Todd](#)
To: ["Davis, Leisha DeHart"](#)
Subject: RE: 2018 Employee Survey Roundup???
Date: Wednesday, February 28, 2018 4:35:05 PM

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

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

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To: ["Davis, Leisha DeHart"](#)
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Date: Wednesday, February 28, 2018 4:23:45 PM

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