



# THE CITY OF ASHEVILLE

## NORTH CAROLINA

### Human Resources Department Employee/Former Employee Public Personnel Record Information Request

The City of Asheville releases personnel information consistent with the applicable state law, specifically, N.C. General Statute 160 A -168, which outlines the following as public personnel information:

<b>Name</b>	<b>Joseph Silberman</b>
<b>Age</b>	<b>40</b>
<b>Date of Original Employment</b>	<b>6/9/2003</b>
<b>Current Title</b>	<b>Police Captain</b>
<b>Current Salary</b>	<b>\$83,451.19</b>
<b>Current Department</b>	<b>Asheville Police Department</b>

Salary Changes	Effective Date	Action Description	Salary
	06/09/2003	New Hire - Police Officer Trainee	\$ 25,725.00
	07/01/2003	3% Cost of Living Adjustment	\$ 26,496.75
	12/05/2003	Career Plan Progression - Police Officer Trainee I to Police Officer Trainee II	\$ 26,496.75
	06/09/2004	Performance Increase - 2.5%	\$ 27,159.17
	07/05/2004	Career Plan Advancement - Police Officer Trainee II to Police Officer	\$ 28,517.13
	07/05/2004	1% Cost of Living Adjustment	\$ 28,802.38
	06/09/2005	Performance Increase - 2%	\$ 29,378.43
	07/02/2005	1% Cost of Living Adjustment	\$ 29,672.12
	05/30/2006	Performance Increase - 3%	\$ 30,562.19
	06/09/2006	Career Plan Advancement - Police Officer to Senior Police Officer	\$ 32,090.30
	07/01/2006	New Public Safety Pay Structure	\$ 33,965.98
	06/09/2007	Salary Adjustment	\$ 35,325.06
	06/30/2007	Market Adjustment for Public Safety Pay Plan	\$ 36,738.06
	06/16/2008	Salary Adjustment	\$ 39,736.26
	06/28/2008	4% Public Safety Pay Plan Adjustment	\$ 38,207.58
	06/09/2009	Performance Increase	\$ 41,325.86
	08/27/2010	Promotion - Senior Police Officer to Police Sergeant	\$ 45,456.94
	06/23/2012	2% Cost of Living Adjustment	\$ 46,366.06
	06/22/2013	3% Cost of Living Adjustment	\$ 47,757.06
	06/21/2014	3% Cost of Living Adjustment	\$ 49,189.66
	06/20/2015	Class/Comp Study - Salary Adjustment	\$ 51,679.94
	07/02/2016	1% Pay Plan Adjustment, 2.5% Pay Increase - All Employees	\$ 53,501.76
	11/05/2016	Promotion - Police Sergeant to Lieutenant	\$ 64,926.58
	06/03/2017	Public Safety Market Adjustment	\$ 68,213.50
	07/01/2017	2.5% Pay Increase - All Employees	\$ 69,918.83
	07/01/2018	2.5% Pay Increase - All Employees	\$ 78,993.67
	01/12/2019	Promotion - Lieutenant to Captain	\$ 79,176.93
	06/29/2019	2.5% Pay Increase - All Employees	\$ 81,155.52
	06/26/2021	Class/Comp Study - Salary Adjustment	\$ 92,114.49
<b>Promotions</b>	08/27/2010	Promotion - Senior Police Officer to Police Sergeant	\$ 45,456.94
	11/05/2016	Promotion - Police Sergeant to Lieutenant	\$ 64,926.58
	01/12/2019	Promotion - Lieutenant to Captain	\$ 79,176.93
<b>Demotions</b>		N/A	
<b>Suspensions</b>		N/A	
<b>Transfers</b>		N/A	
<b>Separations</b>		N/A	
<b>Other Changes</b>	03/01/2005	Additional City Job Added - Civic Center Security	\$13.8473/hour
	06/25/2005	Additional City Job Added - Parks Security	\$14.2654/hour
	02/09/2010	One-Time Payment for Advanced Law Enforcement Certificate - 5%	
	09/08/2011	3% Bomb Squad Pay Supplement Added	
	06/03/2017	3% Bachelor's Degree Supplement Added	
	10/03/2020	5% ERT Commander Supplement Added	