



# 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>Sean Aardema</b>
<b>Age</b>	<b>40</b>
<b>Date of Original Employment</b>	<b>07/06/1999</b>
<b>Current Title</b>	<b>Police Lieutenant</b>
<b>Current Salary</b>	<b>\$77,177.35</b>
<b>Current Department</b>	<b>Asheville Police Department</b>

<b>Salary Changes</b>	<b>Effective Date</b>	<b>Action Description</b>	<b>Salary</b>
	07/06/1999	New Hire - Police Officer Trainee I	\$ 24,500.00
	01/06/2000	Performance Increase - 2.5%	\$ 25,112.50
	01/06/2000	Pay Plan Adjustment - 1%	\$ 25,363.78
	07/06/2000	Career Plan Advancement - Police Officer Trainee to Police Officer	\$ 26,631.97
	01/06/2001	Performance Increase - 3%	\$ 27,430.93
	01/06/2001	Pay Plan Adjustment - 1%	\$ 27,705.24
	02/24/2001	Miscellaneous Salary Adjustment	\$ 28,170.25
	01/06/2002	Performance Increase - 4%	\$ 29,297.06
	01/06/2002	Pay Plan Adjustment - 1%	\$ 29,590.03
	07/06/2002	Career Plan Advancement - Police Officer to Police Officer Senior	\$ 31,069.53
	12/07/2002	3% Citywide Cost of Living Adjustment	\$ 32,001.63
	01/06/2004	Performance Increase - 4%	\$ 33,281.70
	07/05/2004	1% Citywide Cost of Living Adjustment	\$ 33,614.46
	01/06/2005	Performance Increase - 2.5%	\$ 34,454.82
	07/02/2005	1% Citywide Cost of Living Adjustment	\$ 34,799.23
	01/06/2006	Performance Increase - 3.5%	\$ 36,017.31
	07/01/2006	New Public Safety Pay Structure	\$ 36,738.00
	01/06/2007	Performance Increase - 4%	\$ 38,207.94
	06/30/2007	Market Adjustment for Public Safety Pay Plan	\$ 39,736.32
	01/06/2008	Performance Increase - 4%	\$ 41,325.34
	06/28/2008	4% Public Safety Pay Plan Adjustment	\$ 42,978.42
	01/06/2009	Performance Increase - 4%	\$ 44,697.95
	08/27/2010	Promotion - Police Officer Senior to Police Sergeant	\$ 49,167.04
	06/23/2012	2% Citywide Cost of Living Adjustment	\$ 50,150.36
	06/22/2013	3% Citywide Cost of Living Adjustment	\$ 51,654.98
	06/21/2014	3% Citywide Cost of Living Adjustment	\$ 53,204.58
	06/20/2015	Class/Comp Study - Salary Adjustment	\$ 54,296.32
	07/02/2016	1% Pay Plan Adjustment, 2.5% Pay Increase - All Employees	\$ 56,210.44
	06/03/2017	Market Adjustment for Public Safety Pay Plan	\$ 59,055.88
	07/01/2017	2.5% Pay Increase - All Employees	\$ 60,532.16
	07/15/2017	Promotion - Police Sergeant to Police Lieutenant	\$ 73,458.41
	07/01/2018	2.5% Pay Increase - All Employees	\$ 75,294.77
	06/29/2019	2.5% Pay Increase - All Employees	\$ 77,177.35
	06/26/2021	Class/Comp Study - Salary Adjustment	\$ 78,681.13

<b>Promotions</b>	08/27/2010	Promotion - Police Officer Senior to Police Sergeant	\$	49,167.04
	07/15/2017	Promotion - Police Sergeant to Police Lieutenant	\$	73,458.41
<b>Demotions</b>	N/A			
<b>Suspensions</b>	12/04/2004	Suspension		
<b>Transfers</b>	07/01/2001	Transfer		
	06/02/2008	Transfer		
	07/08/2014	Transfer		
<b>Separations</b>	N/A			
<b>Other Changes</b>	07/06/1999	One-Time Hiring Bonus		\$1,500.00 one-time
	02/20/2009	One-Time 5% Lump Sum for Advanced Certification		\$2,234.89 one-time
	06/04/2009	Add Secondary Position as Civic Center Events Officer		