

Re: Pay Plan

Matt Reece <mreece@ptrc.org>

Tue 8/23/2022 5:54 PM

To: Stephanie Kingston <steph@co.rockingham.nc.us>

Cc: Cindy Moore <cmoore@ptrc.org>

Good evening Stephanie and sorry for the after 5 reply. I was out of the office this afternoon and I am working through the e-mail and VM stack. Cindy was tied up with another project this afternoon. But I have spoken with her and she will work to update the database this evening and then hand it off to me to finish and update the analysis. We will work to get it completed tonight. Thank you for updating the date information and getting it to us today. More to you as soon as possible.



Matt Reece

Assistant Director

t : 336.904.0300

e: mreece@ptrc.org | w: www.ptrc.org

a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



On Aug 23, 2022, at 4:03 PM, Stephanie Kingston <steph@co.rockingham.nc.us> wrote:

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Do you have an estimate of when we will receive the data back? Lance wanted me to touch base as we meet with our Commissioner's beginning at 9 tomorrow morning.

On Tue, Aug 23, 2022 at 12:23 PM Stephanie Kingston <steph@co.rockingham.nc.us> wrote:

Attached with dates requested at the top.

On Mon, Aug 22, 2022 at 9:58 PM Cindy Moore <cmoore@ptrc.org> wrote:

Thank you for the quick reply!

There are a few employees, now appearing at the top of the report, that do not have a value in column I which is titles "Date in Most Recent Position". Could you please provide what date should be used for each of the employees?

Thank you!

Cindy Moore

Database Technician

t : 336.904.0300



PIEDMONT TRIAD
REGIONAL COUNCIL

e: cmoore@ptrc.org | w: www.ptrc.org
a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



From: Stephanie Kingston <steph@co.rockingham.nc.us>

Sent: Monday, August 22, 2022 8:21 PM

To: Cindy Moore <cmoore@ptrc.org>

Subject: Re: Pay Plan

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Ok, now this looks great with the dates in the most recent position.

On Mon, Aug 22, 2022 at 4:59 PM Cindy Moore <cmoore@ptrc.org> wrote:

Hi,

I created a new report using the new data you sent on 8/18 and what we received on 6/22/2022. I attached for your review.

Please let me know what time works best for you if today or tomorrow so that we can review the report together.

Thank you!

Cindy



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REGIONAL COUNCIL

Cindy Moore

Database Technician

t : 336.904.0300

e: cmoore@ptrc.org | w: www.ptrc.org

a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



From: Stephanie Kingston <steph@co.rockingham.nc.us>

Sent: Monday, August 22, 2022 1:28 PM

To: Cindy Moore <cmoore@ptrc.org>

Subject: Re: Pay Plan

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Yes, sure. I will be finished with interviews by 4pm. Will 4:15 work??

On Mon, Aug 22, 2022 at 1:16 PM Cindy Moore <cmoore@ptrc.org> wrote:

Hi,

Do you have time for a quick teams meeting so that we could review the data last sent to verify we are using the correct date? I thought it may be helpful if we look at the report together.

If so, I will set it up.

Thank you,



PIEDMONT TRIAD
REGIONAL COUNCIL

Cindy Moore

Database Technician

t : 336.904.0300

e: cmoore@ptrc.org | w: www.ptrc.org

a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



From: Stephanie Kingston <steph@co.rockingham.nc.us>

Sent: Monday, August 22, 2022 12:56 PM

To: Matt Reece <mreece@ptrc.org>

Cc: Lance Metzler <lmetzler@co.rockingham.nc.us>; pm57647@gmail.com

<pm57647@gmail.com>; Cindy Moore <cmoore@ptrc.org>

Subject: Re: Pay Plan

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I believe the promotion dates are pulling from the original hire date instead of the date in most current position. Can you take a look at that?

On Mon, Aug 22, 2022 at 12:39 PM Matt Reece <mreece@ptrc.org> wrote:

Good afternoon – please see the attached. The two positions referenced below have been dropped. The database has been updated with the employee census provided last week. An FTE factor to calculate part-time salaries has been extrapolated from the previous data and assumptions that vacant position are an FTE value of 1.

Let me know if I need to put some time on my calendar to discuss things this week. I have the presentation to Commissioners on my calendar for 9/19.

Thank you for the review and take care -

Matt Reece



Piedmont Triad Regional Council

336.904.0300 | www.ptrc.org

From: Stephanie Kingston <steph@co.rockingham.nc.us>
Sent: Monday, August 22, 2022 11:36 AM
To: Matt Reece <mreece@ptrc.org>
Cc: Lance Metzler <lmetzler@co.rockingham.nc.us>; pm57647@gmail.com;
Cindy Moore <cmoore@ptrc.org>
Subject: Re: Pay Plan

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[REDACTED]

[REDACTED]

On Mon, Aug 22, 2022 at 10:26 AM Matt Reece <mreece@ptrc.org> wrote:

Good morning we are working to tick and tie the position update from last week. We have two positions [REDACTED]
[REDACTED] In the new download we do not find those incumbents listed.

Re: Date of service calculation confirmation

Stephanie Kingston <steph@co.rockingham.nc.us>

Tue 8/16/2022 9:44 AM

To: Matt Reece <mreece@ptrc.org>

Cc: Lance Metzler <lmetzler@co.rockingham.nc.us>;Cindy Moore <cmoore@ptrc.org>

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If the board approves it 9/19, it will be effective the first day of the following pay period which is 9/24.

9/24 would be our date to use.

On Tue, Aug 16, 2022 at 8:37 AM Matt Reece <mreece@ptrc.org> wrote:

Quick question -

We have been using 7/1/22 to determine months of service. The date we need to use is likely the date of payroll implementation. What date do you want us to use to determine month of service?



PIEDMONT TRIAD
REGIONAL COUNCIL

Matt Reece

Assistant Director

t : [336.904.0300](tel:336.904.0300)

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a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



--



Stephanie N. Kingston | HR Director

Rockingham County Human Resources Dept.

PO Box 62 Wentworth, NC 27375

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(336) 342-8455 (fax)

steph@co.rockingham.nc.us

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Out of my office Re: Pay Plan

Stephanie Kingston <steph@co.rockingham.nc.us>

Mon 8/22/2022 1:16 PM

To: Cindy Moore <cmoore@ptrc.org>

CAUTION: This email originated from outside of the PTRC. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

I will be in interviews most of the day Monday and Tuesday of this week. I will respond to your email asap.

Thank you!

--



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Do you know if these incumbents have been replaced and are the replacements performing the same work?

Thank you for the help.

Matt Reece



Piedmont Triad Regional Council

336.904.0300 | www.ptrc.org

From: Lance Metzler <lmetzler@co.rockingham.nc.us>
Sent: Sunday, August 21, 2022 5:32 PM
To: Matt Reece <mreece@ptrc.org>; pm57647@gmail.com; Stephanie Kingston <steph@co.rockingham.nc.us>
Subject: Pay Plan

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Matt,

Good Afternoon! I hope you had a great weekend. Can you get us the Updated Pay Plan on Monday? We really need to review before additional discussions.

Thank you,

Lance

Lance L. Metzler, ICMA-CM

Rockingham County Manager

371 NC 65, Reidsville, NC 27320

PO Box 101, Wentworth, NC 27375

Office: 336-342-8101

Fax: 336-342-8105

Email: lmetzler@co.rockingham.nc.us

Website: www.co.rockingham.nc.us



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County **NC**

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--



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Re: PTRC 22 Employee List

Cindy Moore <cmoore@ptrc.org>

Fri 8/19/2022 8:41 AM

To: Stephanie Kingston <steph@co.rockingham.nc.us>

Cc: Matt Reece <mreece@ptrc.org>

Please disregard my email.

By removing the middle initial I thought it was the same employee.



PIEDMONT TRIAD
REGIONAL COUNCIL

Cindy Moore

Database Technician

t : 336.904.0300

e: cmoore@ptrc.org | w: www.ptrc.org

a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



From: Cindy Moore <cmoore@ptrc.org>

Sent: Friday, August 19, 2022 8:34 AM

To: Stephanie Kingston <steph@co.rockingham.nc.us>

Cc: Matt Reece <mreece@ptrc.org>

Subject: Re: PTRC 22 Employee List

Thank you!

Could you please tell me which is the correct data for the following employee? There are 4 records in the list and I am unclear which one to use.

Thank you!

Cindy



PIEDMONT TRIAD
REGIONAL COUNCIL

Cindy Moore

Database Technician

t : 336.904.0300

e: cmoore@ptrc.org | w: www.ptrc.org

a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



From: Stephanie Kingston <steph@co.rockingham.nc.us>

Sent: Thursday, August 18, 2022 6:01 PM

To: Cindy Moore <cmoore@ptrc.org>

Cc: Matt Reece <mreece@ptrc.org>

Subject: Re: PTRC 22 Employee List

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Data with employee id attached.

Thanks.

On Wed, Aug 17, 2022 at 2:53 PM Cindy Moore <cmoore@ptrc.org> wrote:

Hi,

After reviewing the data set, could you add either the employee's middle initial or their employee ID number or both?

Thank you,



PIEDMONT TRIAD
REGIONAL COUNCIL

Cindy Moore

Database Technician

t : 336.904.0300

e: cmoore@ptrc.org | w: www.ptrc.org

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Question

Stephanie Kingston <steph@co.rockingham.nc.us>

Tue 8/23/2022 4:06 PM

To: Matt Reece <mreece@ptrc.org>;Cindy Moore <cmoore@ptrc.org>

CAUTION:This email originated from outside of the PTRC. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Could you provide to me the cities/towns/counties our data was compared to for the pay study?

I know you will have that information in your presentation in September but I also know that is probably a question we will get tomorrow while meeting with the board members.

Thanks!

--



Stephanie N. Kingston | HR Director

Rockingham County Human Resources Dept.

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steph@co.rockingham.nc.us

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From: [Stephanie Kingston](#)
To: [Cindy Moore](#)
Cc: [Matt Reece](#)
Subject: Re: Updated Employee List
Date: Wednesday, August 17, 2022 12:37:10 PM
Attachments: [image054260.png](#)
[image860863.png](#)
[image430689.png](#)
[image258834.png](#)
[image741114.png](#)

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Hello!

I don't have the same reporting capability as Paul so the data I'm sending doesn't include the items below.

Is the information I sent over workable without it?

For the vacancies, we have filled 7 this week but in the meantime, I have resignations to put it right back where it is. I feel it's very close vacancy wise.

On Wed, Aug 17, 2022 at 9:14 AM Cindy Moore <cmoore@ptrc.org> wrote:

Good morning!

If it isn't too much trouble, could you please add the following fields of data to the last Employee List?

Employee ID	FTE	Pay Assignment %	Actual Hours	Position Hours
-------------	-----	------------------	--------------	----------------

And also verify if the attached list of vacant positions are still correct? If any positions have been filled you may prefer they not appear on the Allocation Report as vacant.

Thank you for all your help!

Cindy

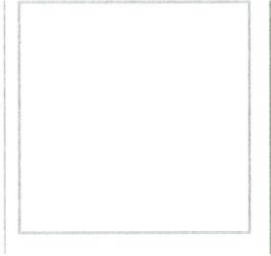


Database Technician

t : 336.904.0300

e: cmoore@ptrc.org | w: www.ptrc.org

a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



--



Stephanie N. Kingston | HR Director

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steph@co.rockingham.nc.us

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From: [Stephanie Kingston](#)
To: [Matt Reece](#)
Subject: Updated Employee List
Date: Tuesday, August 16, 2022 9:48:50 AM

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Attached.

--



Stephanie N. Kingston | HR Director

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steph@co.rockingham.nc.us

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From: [Lance Metzler](#)
To: [Matt Reece; pm57647@gmail.com; Stephanie Kingston](#)
Subject: Pay Plan
Date: Sunday, August 21, 2022 5:32:13 PM

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Matt,

Good Afternoon! I hope you had a great weekend. Can you get us the Updated Pay Plan on Monday? We really need to review before additional discussions.

Thank you,

Lance

Lance L. Metzler, ICMA-CM
Rockingham County Manager
371 NC 65, Reidsville, NC 27320
PO Box 101, Wentworth, NC 27375
Office: 336-342-8101
Fax: 336-342-8105
Email: lmetzler@co.rockingham.nc.us
Website: www.co.rockingham.nc.us



From: [Lance Metzler](#)
To: [Matt Reece](#)
Subject: Pay Plan
Date: Monday, August 15, 2022 8:14:53 AM

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Matt,

Good Morning! I hope that you had a great weekend. I wanted to get with you before Wednesday regarding the Pay Plan. I will be going out of town on Wednesday and want to have this in front of my Board at their meeting on Sept. 19th. Let me know when we can get together on this.

Thank you,

Lance

Lance L. Metzler, ICMA-CM
Rockingham County Manager
371 NC 65, Reidsville, NC 27320
PO Box 101, Wentworth, NC 27375
Office: 336-342-8101
Fax: 336-342-8105
Email: lmetzler@co.rockingham.nc.us
Website: www.co.rockingham.nc.us



From: [Lance Metzler](#)
To: [Matt Reece](#)
Cc: [Stephanie Kingston](#); [Jennifer Woods](#)
Subject: Re: Pay Plan
Date: Monday, August 15, 2022 2:45:27 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)

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That sounds like a plan. Jennifer put on my calendar and Stephanie's. Matt please send a calendar invite with Zoom.

Thank you,

Lance

Lance L. Metzler, ICMA-CM
Rockingham County Manager
371 NC 65, Reidsville, NC 27320
PO Box 101, Wentworth, NC 27375
Office: 336-342-8101
Fax: 336-342-8105
Email: lmetzler@co.rockingham.nc.us
Website: www.co.rockingham.nc.us



On Mon, Aug 15, 2022 at 1:55 PM Matt Reece <mreece@ptrc.org> wrote:

Good afternoon Lance. We are revising the database with the updates and new records Paul sent. The next step is for me to revise the progression through the range. Once those are complete I will send you an updated spreadsheet workbook. I have 8-9 available tomorrow morning if you'd like that slot.

Thanks for coordinating and take care -



From: Lance Metzler <lmetzler@co.rockingham.nc.us>
Sent: Monday, August 15, 2022 8:14 AM
To: Matt Reece <mreece@ptrc.org>
Subject: Pay Plan

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Matt,

Good Morning! I hope that you had a great weekend. I wanted to get with you before Wednesday regarding the Pay Plan. I will be going out of town on Wednesday and want to have this in front of my Board at their meeting on Sept. 19th. Let me know when we can get together on this.

Thank you,

Lance

Lance L. Metzler, ICMA-CM

Rockingham County Manager

371 NC 65, Reidsville, NC 27320

PO Box 101, Wentworth, NC 27375

Office: 336-342-8101

Fax: 336-342-8105

Email: lmetzler@co.rockingham.nc.us

Website: www.co.rockingham.nc.us



From: [Stephanie Kingston](#)
To: [Cindy Moore](#)
Cc: [Matt Reece](#)
Subject: Re: PTRC 22 Employee List
Date: Thursday, August 18, 2022 6:01:55 PM
Attachments: [image217909.png](#)
[image841323.png](#)
[image793741.png](#)
[image113766.png](#)
[image033419.png](#)

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Data with employee id attached.

Thanks.

On Wed, Aug 17, 2022 at 2:53 PM Cindy Moore <cmoore@ptrc.org> wrote:

Hi,

After reviewing the data set, could you add either the employee's middle initial or their employee ID number or both?

Thank you,



Database Technician

t : 336.904.0300

e: cmoore@ptrc.org | w: www.ptrc.org

a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



--

Stephanie N. Kingston | HR Director



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steph@co.rockingham.nc.us

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From: [Stephanie Kingston](#)
To: [Matt Reece](#)
Subject: Re: Question
Date: Tuesday, August 23, 2022 6:02:45 PM
Attachments: [image001.png](#)
[image003.png](#)
[image002.png](#)

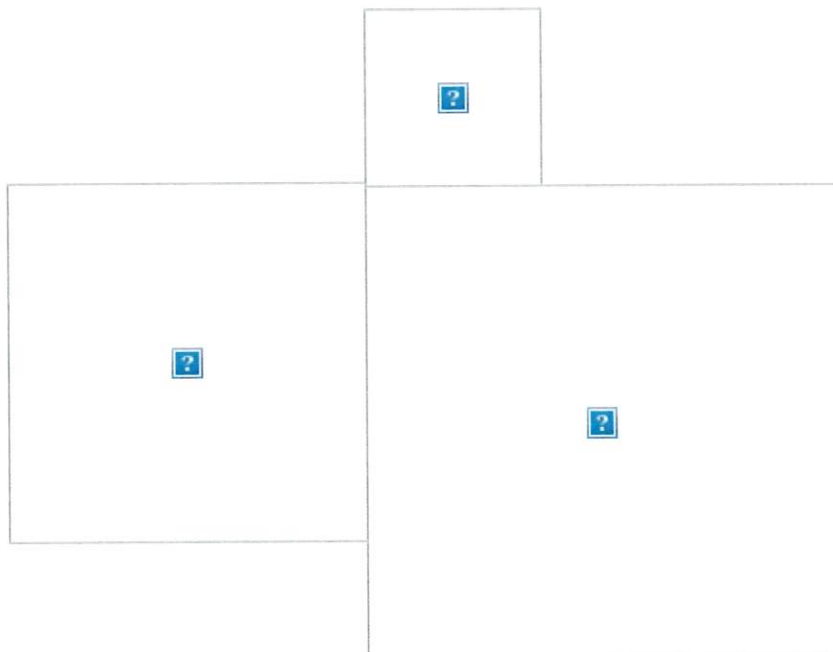
CAUTION: This email originated from outside of the PTRC. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Thank you!!!!!!!

On Tue, Aug 23, 2022 at 5:57 PM Matt Reece <mreece@ptrc.org> wrote:

Stephanie – I received an undeliverable message to an earlier email I sent with this attachment. It provides the labor market graphic for the class and pay study.

Take care -



[336.904.0300](tel:336.904.0300) | www.ptrc.org

From: Stephanie Kingston <steph@co.rockingham.nc.us>

Sent: Tuesday, August 23, 2022 4:06 PM
To: Matt Reece <mreece@ptrc.org>; Cindy Moore <cmoore@ptrc.org>
Subject: Question

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Could you provide to me the cities/towns/counties our data was compared to for the pay study?

I know you will have that information in your presentation in September but I also know that is probably a question we will get tomorrow while meeting with the board members.

Thanks!

--



Stephanie N. Kingston | HR Director

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From: [Matt Reece](#)
To: [Stephanie Kingston](#)
Subject: Updated comp review
Date: Tuesday, August 23, 2022 8:20:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)

Stephanie please find the update attached.



Assistant Director

t : [336.904.0300](tel:336.904.0300)

e: mreece@ptrc.org | w: www.ptrc.org

a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



From: [Matt Reece](#)
To: ["Stephanie Kingston"](#)
Subject: Rockingham County Market Graphic.pptx
Date: Tuesday, August 23, 2022 5:48:00 PM
Attachments: [Rockingham County Market Graphic.pptx](#)

Please see attached for a graphic of the defined labor market for the classification and pay study.

Take care –

Matt Reece

From: [Matt Reece](#)
To: [Stephanie Kingston](#)
Subject: RE: Question
Date: Tuesday, August 23, 2022 5:57:00 PM
Attachments: [Rockingham County Market Graphic.pptx](#)
[image001.png](#)
[image002.png](#)
[image003.png](#)

Stephanie – I received an undeliverable message to an earlier email I sent with this attachment. It provides the labor market graphic for the class and pay study.

Take care -



From: Stephanie Kingston <steph@co.rockingham.nc.us>
Sent: Tuesday, August 23, 2022 4:06 PM
To: Matt Reece <mreece@ptrc.org>; Cindy Moore <cmoore@ptrc.org>
Subject: Question

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Stephanie N. Kingston | HR Director

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From: [Matt Reece](#)
To: [Lance Metzler](#)
Subject: RE: Pay Plan
Date: Monday, August 15, 2022 1:55:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)

Good afternoon Lance. We are revising the database with the updates and new records Paul sent. The next step is for me to revise the progression through the range. Once those are complete I will send you an updated spreadsheet workbook. I have 8-9 available tomorrow morning if you'd like that slot.

Thanks for coordinating and take care -



From: Lance Metzler <lmetzler@co.rockingham.nc.us>
Sent: Monday, August 15, 2022 8:14 AM
To: Matt Reece <mreece@ptrc.org>
Subject: Pay Plan

CAUTION: This email originated from outside of the PTRC. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Matt,

Good Morning! I hope that you had a great weekend. I wanted to get with you before Wednesday regarding the Pay Plan. I will be going out of town on Wednesday and want to have this in front of my Board at their meeting on Sept. 19th. Let me know when we can get together on this.

Thank you,

Lance

Lance L. Metzler, ICMA-CM
Rockingham County Manager
371 NC 65, Reidsville, NC 27320
PO Box 101, Wentworth, NC 27375
Office: 336-342-8101
Fax: 336-342-8105
Email: lmetzler@co.rockingham.nc.us
Website: www.co.rockingham.nc.us



From: [Matt Reece](#)
To: [Stephanie Kingston](#)
Cc: [Cindy Moore](#)
Subject: Re: Pay Plan
Date: Tuesday, August 23, 2022 5:53:55 PM
Attachments: [image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image177569.png](#)
[image092626.png](#)
[image650019.png](#)
[image516252.png](#)
[image820424.png](#)
[image955479.png](#)
[image058700.png](#)
[image002278.png](#)
[image783353.png](#)
[image955034.png](#)
[image915425.png](#)
[image234966.png](#)
[image048846.png](#)
[image052779.png](#)
[image303102.png](#)
[image915425.png](#)
[image234966.png](#)
[image048846.png](#)
[image052779.png](#)
[image303102.png](#)
[image955479.png](#)
[image058700.png](#)
[image002278.png](#)
[image783353.png](#)
[image955034.png](#)
[image177569.png](#)
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[image516252.png](#)
[image820424.png](#)
[image006.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image003.png](#)
[image004.png](#)
[image764396.png](#)
[image608230.png](#)
[image173274.png](#)
[image217997.png](#)
[image253925.png](#)

Good evening Stephanie and sorry for the after 5 reply. I was out of the office this afternoon and I am working through the e-mail and VM stack. Cindy was tied up with another project this afternoon. But I have spoken with her and she will work to update the database this evening and then hand it off to me to finish and update the analysis. We will work to get it completed tonight. Thank you for updating the date information and getting it to us today. More to you as soon as possible.



Assistant Director

t : 336.904.0300

e: mreece@ptrc.org | w: www.ptrc.org

a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



On Aug 23, 2022, at 4:03 PM, Stephanie Kingston <steph@co.rockingham.nc.us> wrote:

CAUTION:This email originated from outside of the PTRC. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Do you have an estimate of when we will receive the data back? Lance wanted me to touch base as we meet with our Commissioner's beginning at 9 tomorrow morning.

On Tue, Aug 23, 2022 at 12:23 PM Stephanie Kingston <steph@co.rockingham.nc.us> wrote:

Attached with dates requested at the top.

On Mon, Aug 22, 2022 at 9:58 PM Cindy Moore <cmoore@ptrc.org> wrote:

Thank you for the quick reply!

There are a few employees, now appearing at the top of the report, that do not have a value in column I which is titles "Date in Most Recent Position". Could you please provide what date should be used for each of the employees?

Thank you!



Database Technician

t : 336.904.0300

e: cmoore@ptrc.org | w: www.ptrc.org

a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



From: Stephanie Kingston <steph@co.rockingham.nc.us>

Sent: Monday, August 22, 2022 8:21 PM

To: Cindy Moore <cmoore@ptrc.org>

Subject: Re: Pay Plan

CAUTION:This email originated from outside of the PTRC. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Ok, now this looks great with the dates in the most recent position.

On Mon, Aug 22, 2022 at 4:59 PM Cindy Moore <cmoore@ptrc.org> wrote:

Hi,

I created a new report using the new data you sent on 8/18 and what we received on 6/22/2022. I attached for your review.

Please let me know what time works best for you if today or tomorrow so that we can review the report together.

Thank you!

Cindy



Database Technician

t : 336.904.0300

e: cmoore@ptrc.org | w: www.ptrc.org

a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



From: Stephanie Kingston <steph@co.rockingham.nc.us>

Sent: Monday, August 22, 2022 1:28 PM

To: Cindy Moore <cmoore@ptrc.org>

Subject: Re: Pay Plan

CAUTION: This email originated from outside of the PTRC. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Yes, sure. I will be finished with interviews by 4pm. Will 4:15 work??

On Mon, Aug 22, 2022 at 1:16 PM Cindy Moore <cmoore@ptrc.org> wrote:

Hi,

Do you have time for a quick teams meeting so that we could review the data last sent to verify we are using the correct date? I thought it may be helpful if we look at the report together.

If so, I will set it up.

Thank you,



Database Technician

t : 336.904.0300

e: cmoore@ptrc.org | w: www.ptrc.org

a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



From: Stephanie Kingston <steph@co.rockingham.nc.us>

Sent: Monday, August 22, 2022 12:56 PM

To: Matt Reece <mreece@ptrc.org>

Cc: Lance Metzler <lmetzler@co.rockingham.nc.us>; pm57647@gmail.com
<pm57647@gmail.com>; Cindy Moore <cmoore@ptrc.org>

Subject: Re: Pay Plan

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I believe the promotion dates are pulling from the original hire date instead of the date in most current position. Can you take a look at that?

On Mon, Aug 22, 2022 at 12:39 PM Matt Reece <mreece@ptrc.org> wrote:

Good afternoon – please see the attached. The two positions referenced below have been dropped. The database has been updated with the employee census provided last week. An FTE factor to calculate part-time salaries has been extrapolated from the previous data and assumptions that vacant position are an FTE value of 1.

Let me know if I need to put some time on my calendar to discuss things this week. I have the presentation to Commissioners on my calendar for 9/19.

Thank you for the review and take care -



From: Stephanie Kingston <steph@co.rockingham.nc.us>
Sent: Monday, August 22, 2022 11:36 AM
To: Matt Reece <mreece@ptrc.org>
Cc: Lance Metzler <lmetzler@co.rockingham.nc.us>;
pm57647@gmail.com; Cindy Moore <cmoore@ptrc.org>
Subject: Re: Pay Plan

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[Redacted]

[Redacted]

On Mon, Aug 22, 2022 at 10:26 AM Matt Reece <mreece@ptrc.org> wrote:

Good morning we are working to tick and tie the position update from last week. We have two position [Redacted] and [Redacted] in the new download we do not find those incumbents listed.

Do you know if these incumbents have been replaced and are the replacements performing the same work?

Thank you for the help.



From: Lance Metzler <lmetzler@co.rockingham.nc.us>
Sent: Sunday, August 21, 2022 5:32 PM
To: Matt Reece <mreece@ptrc.org>; pm57647@gmail.com;
Stephanie Kingston <steph@co.rockingham.nc.us>
Subject: Pay Plan

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Matt,

Good Afternoon! I hope you had a great weekend. Can you get us the Updated Pay Plan on Monday? We really need to review before additional discussions.

Thank you,

Lance

Lance L. Metzler, ICMA-CM

Rockingham County Manager

371 NC 65, Reidsville, NC 27320

PO Box 101, Wentworth, NC 27375

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Fax: 336-342-8105

Email: lmetzler@co.rockingham.nc.us

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Stephanie N. Kingston | HR Director

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(336) 342-8115
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steph@co.rockingham.nc.us

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From: [Matt Reece](#)
To: [Stephanie Kingston](#)
Cc: [Lance Metzler](#); pm57647@gmail.com; [Cindy Moore](#)
Subject: RE: Pay Plan
Date: Monday, August 22, 2022 12:38:00 PM
Attachments: [image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

Good afternoon – please see the attached. The two positions referenced below have been dropped. The database has been updated with the employee census provided last week. An FTE factor to calculate part-time salaries has been extrapolated from the previous data and assumptions that vacant position are an FTE value of 1.

Let me know if I need to put some time on my calendar to discuss things this week. I have the presentation to Commissioners on my calendar for 9/19.

Thank you for the review and take care -



From: Stephanie Kingston <steph@co.rockingham.nc.us>
Sent: Monday, August 22, 2022 11:36 AM
To: Matt Reece <mreece@ptrc.org>
Cc: Lance Metzler <lmetzler@co.rockingham.nc.us>; pm57647@gmail.com; Cindy Moore <cmoore@ptrc.org>
Subject: Re: Pay Plan

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On Mon, Aug 22, 2022 at 10:26 AM Matt Reece <mreece@ptrc.org> wrote:

Good morning we are working to tick and tie the position update from last week.

In the new download we do not find those incumbents listed.

Do you know if these incumbents have been replaced and are the replacements performing the same work?

Thank you for the help.



From: Lance Metzler <lmetzler@co.rockingham.nc.us>

Sent: Sunday, August 21, 2022 5:32 PM

To: Matt Reece <mreece@ptrc.org>; pm57647@gmail.com; Stephanie Kingston <steph@co.rockingham.nc.us>

Subject: Pay Plan

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Matt,

Good Afternoon! I hope you had a great weekend. Can you get us the Updated Pay Plan on Monday? We really need to review before additional discussions.

Thank you,

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Lance L. Metzler, ICMA-CM
Rockingham County Manager
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From: [Stephanie Kingston](#)
To: [Matt Reece](#)
Subject: Fwd: Pay Plan
Date: Tuesday, August 23, 2022 4:03:49 PM
Attachments: [image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image177569.png](#)
[image092626.png](#)
[image650019.png](#)
[image516252.png](#)
[image820424.png](#)
[image955479.png](#)
[image058700.png](#)
[image002278.png](#)
[image783353.png](#)
[image955034.png](#)
[image915425.png](#)
[image234966.png](#)
[image048846.png](#)
[image052779.png](#)
[image303102.png](#)

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Do you have an estimate of when we will receive the data back? Lance wanted me to touch base as we meet with our Commissioner's beginning at 9 tomorrow morning.

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Attached with dates requested at the top.

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Thank you for the quick reply!

There are a few employees, now appearing at the top of the report, that do not have a value in column I which is titles "Date in Most Recent Position". Could you please provide what date should be used for each of the employees?

Thank you!



Database Technician

t : 336.904.0300

e: cmoore@ptrc.org | w: www.ptrc.org

a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



From: Stephanie Kingston <steph@co.rockingham.nc.us>

Sent: Monday, August 22, 2022 8:21 PM

To: Cindy Moore <cmoore@ptrc.org>

Subject: Re: Pay Plan

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Ok, now this looks great with the dates in the most recent position.

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Cindy



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a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



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Sent: Monday, August 22, 2022 1:28 PM

To: Cindy Moore <cmoore@ptrc.org>

Subject: Re: Pay Plan

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Stephanie N. Kingston | HR Director

Rockingham County Human Resources Dept.
PO Box 62 Wentworth, NC 27375
(336) 342-8115
(336) 342-8455 (fax)
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Stephanie N. Kingston | HR Director

Rockingham County Human Resources Dept.
PO Box 62 Wentworth, NC 27375

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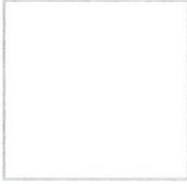
[Redacted]

[Redacted]

On Mon, Aug 22, 2022 at 10:26 AM Matt Reece <mreece@ptrc.org> wrote:

Good morning we are working to tick and tie the position update from last week. We have two positions [Redacted] In the new download we do not find those incumbents listed.

Do you know if these incumbents have been replaced and are the replacements performing the same work?



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(336) 342-8455 (fax)
steph@co.rockingham.nc.us

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From: [Stephanie Kingston](#)
To: [Matt Reece](#)
Subject: Out of my office RE: Pay Plan
Date: Monday, August 22, 2022 10:26:49 AM

CAUTION: This email originated from outside of the PTRC. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

I will be in interviews most of the day Monday and Tuesday of this week. I will respond to your email asap.

Thank you!

--



Stephanie N. Kingston | HR Director

Rockingham County Human Resources Dept.
PO Box 62 Wentworth, NC 27375
(336) 342-8115
(336) 342-8455 (fax)
steph@co.rockingham.nc.us

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From: [Stephanie Kingston](#)
To: [Matt Reece](#); [Cindy Moore](#)
Subject: Question
Date: Tuesday, August 23, 2022 4:06:55 PM

CAUTION: This email originated from outside of the PTRC. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Could you provide to me the cities/towns/counties our data was compared to for the pay study?

I know you will have that information in your presentation in September but I also know that is probably a question we will get tomorrow while meeting with the board members.

Thanks!

--



Stephanie N. Kingston | HR Director

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From: [Stephanie Kingston](#)
To: [Matt Reece](#)
Cc: [Lance Metzler](#); [Cindy Moore](#)
Subject: Re: Date of service calculation confirmation
Date: Tuesday, August 16, 2022 9:45:05 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)

CAUTION: This email originated from outside of the PTRC. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

If the board approves it 9/19, it will be effective the first day of the following pay period which is 9/24.

9/24 would be our date to use.

On Tue, Aug 16, 2022 at 8:37 AM Matt Reece <mreece@ptrc.org> wrote:

Quick question -

We have been using 7/1/22 to determine months of service. The date we need to use is likely the date of payroll implementation. What date do you want us to use to determine month of service?



Assistant Director

t : [336.904.0300](tel:336.904.0300)

e : mreece@ptrc.org | [w: www.ptrc.org](http://www.ptrc.org)

a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



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From: [Stephanie Kingston](#)
To: [Matt Reece](#)
Cc: [Lance Metzler](#); pm57647@gmail.com; [Cindy Moore](#)
Subject: Re: Pay Plan
Date: Monday, August 22, 2022 12:57:14 PM
Attachments: [image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

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To: Matt Reece <mreece@ptrc.org>
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Subject: Re: Pay Plan

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[REDACTED]

[REDACTED] a request to reclass.

[REDACTED]

On Mon, Aug 22, 2022 at 10:26 AM Matt Reece <mreece@ptrc.org> wrote:

Good morning we are working to tick and tie the position update from last week. We have two [REDACTED]

[REDACTED] in the new download we do not find those incumbents listed.

[REDACTED]

Thank you for the help.



From: Lance Metzler <lmetzler@co.rockingham.nc.us>
Sent: Sunday, August 21, 2022 5:32 PM
To: Matt Reece <mreece@ptrc.org>; pm57647@gmail.com; Stephanie Kingston <steph@co.rockingham.nc.us>
Subject: Pay Plan

[REDACTED]

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Matt,

Good Afternoon! I hope you had a great weekend. Can you get us the Updated Pay Plan on Monday? We really need to review before additional discussions.

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From: [Stephanie Kingston](#)
To: [Cindy Moore](#)
Cc: [Matt Reece](#)
Subject: Re: Pay Plan
Date: Tuesday, August 23, 2022 12:24:06 PM
Attachments: [image003.png](#)
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[image516252.png](#)
[image820424.png](#)
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Attached with dates requested at the top.

On Mon, Aug 22, 2022 at 9:58 PM Cindy Moore <cmoore@ptrc.org> wrote:

Thank you for the quick reply!

There are a few employees, now appearing at the top of the report, that do not have a value in column I which is titled "Date in Most Recent Position". Could you please provide what date should be used for each of the employees?

Thank you!



Database Technician

t : 336.904.0300

e: cmoore@ptrc.org | w: www.ptrc.org

a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



From: Stephanie Kingston <steph@co.rockingham.nc.us>

Sent: Monday, August 22, 2022 8:21 PM

To: Cindy Moore <cmoore@ptrc.org>

Subject: Re: Pay Plan

CAUTION:This email originated from outside of the PTRC. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Ok, now this looks great with the dates in the most recent position.

On Mon, Aug 22, 2022 at 4:59 PM Cindy Moore <cmoore@ptrc.org> wrote:

Hi,

I created a new report using the new data you sent on 8/18 and what we received on 6/22/2022. I attached for your review.

Please let me know what time works best for you if today or tomorrow so that we can review the report together.

Thank you!

Cindy



Database Technician

t : 336.904.0300

e: cmoore@ptrc.org | w: www.ptrc.org

a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



From: Stephanie Kingston <steph@co.rockingham.nc.us>

Sent: Monday, August 22, 2022 1:28 PM

To: Cindy Moore <cmoore@ptrc.org>

Subject: Re: Pay Plan

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Yes, sure. I will be finished with interviews by 4pm. Will 4:15 work??

On Mon, Aug 22, 2022 at 1:16 PM Cindy Moore <cmoore@ptrc.org> wrote:

Hi,

Do you have time for a quick teams meeting so that we could review the data last sent to verify we are using the correct date? I thought it may be helpful if we look at the report together.

If so, I will set it up.

Thank you,



Database Technician

t : 336.904.0300

e: cmoore@ptrc.org | w: www.ptrc.org

a: 1398 Carrollton Crossing Drive, Kernersville, NC 27284



From: Stephanie Kingston <steph@co.rockingham.nc.us>
Sent: Monday, August 22, 2022 12:56 PM
To: Matt Reece <mreece@ptrc.org>
Cc: Lance Metzler <lmetzler@co.rockingham.nc.us>; pm57647@gmail.com
<pm57647@gmail.com>; Cindy Moore <cmoore@ptrc.org>
Subject: Re: Pay Plan

CAUTION: This email originated from outside of the PTRC. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

I believe the promotion dates are pulling from the original hire date instead of the date in most current position. Can you take a look at that?

On Mon, Aug 22, 2022 at 12:39 PM Matt Reece <mreece@ptrc.org> wrote:

Good afternoon – please see the attached. The two positions referenced below have been dropped. The database has been updated with the employee census provided last week. An FTE factor to calculate part-time salaries has been extrapolated from the previous data and assumptions that vacant position are an FTE value of 1.

Let me know if I need to put some time on my calendar to discuss things this week. I have the presentation to Commissioners on my calendar for 9/19.

Thank you for the review and take care -



From: Stephanie Kingston <steph@co.rockingham.nc.us>
Sent: Monday, August 22, 2022 11:36 AM
To: Matt Reece <mreece@ptrc.org>
Cc: Lance Metzler <lmetzler@co.rockingham.nc.us>; pm57647@gmail.com; Cindy Moore <cmoore@ptrc.org>
Subject: Re: Pay Plan

CAUTION: This email originated from outside of the PTRC. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

[REDACTED] She was a new [REDACTED]
[REDACTED]
[REDACTED]

On Mon, Aug 22, 2022 at 10:26 AM Matt Reece <mreece@ptrc.org> wrote:

Good morning we are working to tick and tie the position [REDACTED] that were [REDACTED] In the new download we do not find those incumbents listed.

Do you know if these incumbents have been replaced and are the replacements performing the same work?

Thank you for the help.



From: Lance Metzler <lmetzler@co.rockingham.nc.us>
Sent: Sunday, August 21, 2022 5:32 PM
To: Matt Reece <mreece@ptrc.org>; pm57647@gmail.com; Stephanie Kingston <steph@co.rockingham.nc.us>
Subject: Pay Plan

CAUTION: This email originated from outside of the PTRC. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Matt,

Good Afternoon! I hope you had a great weekend. Can you get us the Updated Pay Plan on Monday? We really need to review before additional discussions.

Thank you,

Lance

Lance L. Metzler, ICMA-CM

Rockingham County Manager

371 NC 65, Reidsville, NC 27320

PO Box 101, Wentworth, NC 27375

Office: 336-342-8101



Stephanie N. Kingston | HR Director

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steph@co.rockingham.nc.us

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Fax: 336-342-8105

Email: lmetzler@co.rockingham.nc.us

Website: www.co.rockingham.nc.us



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