



MEMORANDUM

To: Mayor and Members of the City Council

From: Rich Olson, City Manager

Date: March 9, 2017

Re: Discussion – Proposed City Council Salary Increase

During the City Council meeting held on February 27, 2017, Council Brooks addressed his concern regarding Council's unwillingness to consider a salary increase for themselves prior to July 1, 2017. He asked that this matter be placed on the agenda for the March 13, 2017 meeting for discussion.

During the February 13, 2017 Council meeting, Councilman Brooks addressed his concerns regarding Council's unwillingness to consider a salary increase for themselves prior to July 1, 2017. He asked that this matter be placed on the agenda for the February 27, 2017 for discussion.

During the January 23, 2017 City Council meeting, the following information was presented for Council discussion with regard to a City Council salary increase. A motion was made by Councilman Michael Brooks, seconded by Councilman Johnnie Walton, to increase salaries for the Mayor and Councilmembers by \$150.00 per month effective March 1, 2017. That motion failed by a vote of three "ayes" and five "nays." Councilman Brooks requested that the matter be placed on the agenda for the February 13, 2017 for further discussion.

The following staff write-up is being provided once again for easy reference.

BACKGROUND:

Over the course of several Finance Committee and City Council meetings held in late 2016, members discussed a proposal first made by Councilman Brooks during the meeting of September 26, 2016 to increase the salaries of the Mayor and City Councilors by \$500 monthly.

These discussions resulted in a motion being made during the Regular Session held on November 28, 2016 as follows:

Motion was made by Councilwoman Baker, seconded by Councilman King that the Council and Mayor create a pay rate increase by 10.5% effective fiscal year 17-18 on July 1, 2017 and also that the COLA received by employees would be also tied to the Council rate of pay. Those voting in

favor of the motion were: Baker, Brooks and King. Against: Donnelly and Hummer. Motion carried.

Councilors Stimatz, Horton and Walton were absent from the meeting.

During the City Council meeting held on January 9, 2017, Councilman Brooks stated that he had intended to place discussion of the Council salary increase on that agenda, but since two members of Council were absent from the meeting, he preferred to have all members of Council present during the discussion. He requested that staff bring back ways that the proposed \$500 salary increase could be accomplished for discussion during the January 23, 2017 meeting.

ANALYSIS:

In preparation for the November 28, 2016 Council meeting discussion of this matter, staff provided the attached memo and supporting documents in the agenda packet.

For this renewed discussion, staff has updated the budgetary information to reflect an effective date of February 1, 2017. In doing so, the impact of a \$500 per month salary increase on the current fiscal year budget would be \$24,221 and the impact of a 10.5% salary increase would be \$9,200. The monthly compensation for both options would be as follows:

Position	Current Monthly	\$500 increase per month	10.5% increase per month
Mayor	\$700.00	\$1,200	\$773.50
Mayor Pro Tem	\$650.00	\$1,150	\$718.25
Councilor	\$600.00	\$1,100	\$663.00

In addition, the North Carolina League of Municipalities has just released its 2016 Salary Survey. Staff has included the pages from this updated report, which provide current salary information for Mayor, Mayor Pro Tem and Governing Board Members in North Carolina towns and cities our size. The benchmark used is population ranging from 10,000 to 24,999. The following table compares Elizabeth City to our peer group with regard to average compensation:

Position	Peer Group Average	Elizabeth City
Mayor	\$6,693	\$8,400
Mayor Pro Tem	\$5,537	\$7,800
Councilmembers	\$5,529	\$7,200

It is staff's assumption that the difference between the 2015 League survey averages provided in the November 23, 2016 memo and the 2016 League survey provided herein is due to non-reporting by the towns of Albemarle and Carrboro, both of which exceeded the average in 2015. However, in all cases reported, the City of Elizabeth City's compensation exceeds the average for both 2015 and 2016.

FUNDING FOR INCREASE:

During the November 28, 2016 Council meeting, staff suggested using the \$11,000 appropriation to install a fence at Old Oak Grove Cemetery as a possible source of funding. Since that time, the Council approved using \$1,700 of that funding to pay for bedbug eradication and carpet replacement at the 709 Herrington Road homeless shelter, which leaves \$9,300 in that line item. A five-month 10.5% salary increase costing \$9,200 would still be covered.

If, however, the Council opts for a \$500 per month increase over the next five months, an additional \$14,921 would be required to supplement the \$9,300 fence savings. This is more problematic, since the City has pledged to the LGC that we will seek additional revenue sources or decrease expenditures in order to increase this fiscal year's fund balance to a more acceptable level that is in line with cities our size. It is my understanding that during the Work Session CAFR presentation, the auditor will touch on this issue.

FINANCIAL:

The Finance Committee reviewed and discussed this information during their meeting held on January 19, 2017. By consensus, the Committee reaffirmed action taken on November 28, 2016 by the City Council and forwarded the matter to the full City Council for discussion.

STAFF RECOMMENDATION:

As directed by the City Council.

RCO/vdw

Timeline for Council Salary Increase in 2008

Date	Discussion	Result
April 23, 2007 Work Session	Possible Council salary increase introduced	Asked for information to be brought back to next budget meeting
May 7, 2007 Budget Work Session	City Manager provided requested information, which was discussed by Council.	Motion passed to leave Council salaries at the current rate
February 11, 2008 Regular Session	Council again discussed a salary increase for the City Council.	Motion to table proposed increase failed. Motion to increase salaries passed to be effective April 2008
March 24, 2008 Regular Session	Council discussed proposed salary increase, which was approved on February 11, 2008	Motion passed to postpone action on salary increase until budget discussion.
May 21, 2008 Budget Work Session	City Manager advised that the recommended budget for 2008-2009 had been adjusted to include a Council salary increase	N/A
June 23, 2008 Regular Session	Discussion of Budget Ordinance for 2008 – 2009	Budget ordinance adopted that included a salary increase for the City Council. Councilmembers' salary increased from \$452.46 to \$600 monthly effective July 1, 2008 (Mayor to \$700/mo., Mayor Pro Tem to \$650/mo.
November 28, 2016 Regular Session	Motion was made by Councilwoman Baker, seconded by Councilman King that the Council and Mayor create a pay rate increase by 10.5% effective fiscal year 17-18 on July 1, 2017 and also that the COLA received by employees would be also tied to the Council rate of pay. Those voting in favor of the motion were: Baker, Brooks and King. Against: Donnelly and Hummer. Motion carried. Councilors Stimatz, Horton and Walton were absent from the meeting.	

2016 Report

MAYOR PRO TEM		10010					10020				
Code	Number Budgeted	Minimum Salary	Maximum Salary	Average Salary	See Code	Code	Number Budgeted	Minimum Salary	Maximum Salary	Average Salary	See Code
Albemarle	1			0		Albemarle	1			0	
Archdale	1	7,188				Archdale	1			4,425	
Boone	1	10,503				Boone	1			6,798	
Carboro	1	0				Clayton	1			7,006	
Clayton	1	9,462				Clayton	1			300	
Clemmons	1	550				Eden	1			5,780	
Eden	1	6,960				Elizabeth City	1			7,800	
Elizabeth City	1	8,400				Elon	1			5,000	
Elon	1	6,500				Havelock	1			7,588	
Havelock	1	10,259				Hendersonville	1			6,000	
Hendersonville	1	12,000				Hope Mills	1			4,167	
Hope Mills	1	4,875				Kernersville	1			2,400	
Kernersville	1	4,800				Kinston	1			5,480	
Kinston	1	0				Knightdale	1			4,037	
Knightdale	1	6,944				Lebanon	1			521	
Lebanon	1	7,438				Lebanon	1			10,635	
Lebanon	1	759				Lenoir	1			2,200	
Lenoir	1	11,557				Lenoir	1			4,944	
Lenoir	1	3,200				Lincolnton	1			7,551	
Lincolnton	1	8,072				Lumberton	1			9,000	
Lumberton	1	9,078				Mebane	1			5,540	
Mebane	1	9,500				Morganton	1			9,400	
Morganton	1	6,926				Morrisville	1			1,200	
Morrisville	1	11,151				Newnan	1			5,700	
Mount Airy	1	0				Pinetop	1			6,750	
Newnan	1	2,400				Reidsville	1			7,958	
Pinetop	1	7,000				Shelby	1			4,948	
Reidsville	1	6,900				Smithfield	1			4,000	
Reidsville	1	9,180	10,823			Southern Pines	1			4,854	
Shelby	1	9,181				Stallings	1			4,900	
Smithfield	1	6,000				Summerfield	1			2,400	
Southern Pines	1	6,175				Tarboro	1			15,462	
Stallings	1	7,800				Washburn	1			5,337	
Summerfield	1	3,000				Year/Average	33	6,750	7,858		
Tarboro	1	8,035									
Washburn	1	16,698									
Year/Average	36	9,180	10,823	6,888							

GOVERNING BOARD MEMBER
Code 10000

Code	Number Budgeted	Minimum Salary	Maximum Salary	Average Salary	See Code
Levelville	5			1,200	
Lisadunon	3			4,944	
Lumberton	7			7,531	
Melbane	4			9,000	
Melbane	4			5,540	
Morganton	3			9,400	
Morrisville	5			1,200	
Newton	1			5,000	
Pinebluffs	3			5,100	
Reidsville	5			6,750	
Roseboro Rapids	4	6,750	7,958		
Shelby	5			4,948	
Smithfield	6			4,000	
Southern Pines	3			4,866	
Stallings	5			4,800	
Sumnerfield	4			2,400	
Tarboro	8			6,981	
Windsor	3			5,156	
Total/Average	149	6750	7958	5159	

GOVERNING BOARD MEMBER
Code 10000

Code	Number Budgeted	Minimum Salary	Maximum Salary	Average Salary	See Code
Albemarle	1			0	
Archdale	5			4,429	
Boone	4			6,798	
Boone	4			0	
Carriboro	6			7,006	
Clayton	4			900	
Clemmons	4			5,400	
Eden	5			7,200	
Elizabeth City	7			5,000	
Elon	4			7,304	
Elon	4			6,000	
Hendersonville	3			3,902	
Hope Mills	4			2,400	
Kernersville	4			5,049	
Kinston	3			4,037	
Knightdale	4			521	
Laurinburg	4			9,398	
Leahurst	3				
Lenoir	6				



MEMORANDUM

To: Members of the Finance Committee
Mayor and Members of the City Council

From: Rich Olson, City Manager

Date: November 23, 2016

Re: Consideration – Salary Increase for the City Council

BACKGROUND:

During the City Council meeting held on November 14, 2016, the City Council discussed the idea of increasing salaries for the governing body by \$500 per month. The information in this memo includes the material, which was provided to the City Council when the discussions were held in October regarding this matter. Staff has adjusted the total impact on the City's budget to reflect an implementation date of January 1, 2017. Also included is the impact of an 11% salary increase as was discussed by the Finance Committee during their meeting of October 6, 2016.

Members of the City Council last received an increase in salary in 2008. The Mayor, Mayor Pro Tem and Councilmembers currently receive \$8,400, \$7,800 and \$7,200 respectively. The North Carolina League of Municipalities annually completes a salary survey for elected and non-elected positions. The last survey done by the League was in 2015. The League breaks down their salary information by city population size. Elizabeth City falls in the category of population between 10,000 and 24,999. Attached you will find the amount paid to mayors, mayors pro tem and councilmembers from these reporting cities.

Staff has determined the average salary paid to mayors in this category to be \$7,905; to mayors pro tem, \$5,233; and to councilmembers, \$5,323. In all cases, the amount paid to the Elizabeth City Mayor and Councilmembers exceeds the average.

ANALYSIS:

The total amount of funds budgeted in the fiscal year 2016-2017 budget for Councilmembers' salaries is \$66,000. An additional \$5,695 is budgeted to pay for the City's contribution to FICA, which brings the total amount of compensation budgeted for Councilmembers to \$71,695. If Councilmember salaries are increased by \$500 per month, the cost increase to the City would be \$54,000 in

salaries and an additional \$4,131 in FICA. The annual amount the City would need to budget would be increased to \$129,826.

If the Council elects to move forward with the increase, the budget impact on the fiscal year 2016-2017 budget would be \$29,065. During the City Council meeting held on November 14, 2016, the Council decided not to move forward with the fence at Old Oak Grove Cemetery; and the \$11,000 budgeted for this project could be used to defray the overall cost leaving \$18,065 to either be taken from the General Fund unappropriated balance or other budget cuts, which would still need to be determined.

By separate memo, staff provided a copy of the minutes of the May 21, 2008 Budget Meeting when the last increase was discussed (attached). This increase was adopted as a part of the 2008-2009 budget ordinance. There was a discussion at that time that the City Council would receive the COLA adjustment to their salaries like City employees, but no official action took place on that discussion.

In fiscal year 2009-2010, 2010-2011 and 2011-2012, City employees did not receive a COLA. Since the 2008 discussion, City employees have received a total COLA of 10.5%. Rounding up to 11%, Council salaries would be:

Position	Current Monthly Pay	Monthly Pay with 11% Increase
Mayor	\$700	\$777.00
Mayor Pro Tem	\$650	\$721.50
Councilor	\$600	\$666.00

An 11% increase in salaries for the Mayor and City Councilors beginning January 1, 2017 would have a budget impact of \$11,060.74, which is very close to the savings by not installing the fence at Old Oak Grove Cemetery.

On November 19, 2016, Councilman Stimatz sent an email to some members of the City Council making an argument that the City's Budget Ordinance states: "that an increase of 'x' percent Cost of Living be established for City payroll." The City's historical practice has been that any increase to members of the City Council occurs as a result of a separate action unto itself. In 2008, no official action was taken by the City Council to place the COLA into effect when City employees received that increase. However, it was discussed at that time.

I do not consider this to be a bookkeeping error, as suggested by Councilman Stimatz. City Council members are not City employees, even though they are paid through the payroll account. The City's Personnel Policy Manual, which was adopted by resolution of the governing body, states that fact. The City can pay City Council members through the payroll account or issue 1099's to them. It was decided decades ago to utilize the payroll account. In addition, any back pay compensation due to a bookkeeping error for previous years would require the City to issue amended W-2 statements for those years; and each Councilmember would need to amend their tax return for that year.

FINANCIAL:

This matter will be discussed by the Finance Committee during their meeting scheduled for 4:45 p.m. on Monday, November 28, 2016.

STAFF RECOMMENDATION:

As directed by the City Council.

RCO/vdw

Albemarle	15,904	BETWEEN 10,000 AND 24,999	MAYOR	1	11,244
Archdale	11,746	BETWEEN 10,000 AND 24,999	MAYOR	1	7,003
Boone	18,277	BETWEEN 10,000 AND 24,999	MAYOR	1	9,659
Carboro	20,510	BETWEEN 10,000 AND 24,999	MAYOR	1	17,066
Clayton	17,174	BETWEEN 10,000 AND 24,999	MAYOR	1	9,012
Clemmons	19,158	BETWEEN 10,000 AND 24,999	MAYOR	1	550
Davidson	12,040	BETWEEN 10,000 AND 24,999	MAYOR	1	12,000
Eden	15,406	BETWEEN 10,000 AND 24,999	MAYOR	1	580
Elizabeth City	18,054	BETWEEN 10,000 AND 24,999	MAYOR	1	8,400
Fuquay-Varina	19,802	BETWEEN 10,000 AND 24,999	MAYOR	1	10,241
Graham	14,177	BETWEEN 10,000 AND 24,999	MAYOR	1	8,902
Harrisburg	13,996	BETWEEN 10,000 AND 24,999	MAYOR	1	7,800
Havelock	20,821	BETWEEN 10,000 AND 24,999	MAYOR	1	4,453
Hendersonville	13,473	BETWEEN 10,000 AND 24,999	MAYOR	1	12,000
Hope Mills	15,915	BETWEEN 10,000 AND 24,999	MAYOR	1	4,875
Kemersville	24,025	BETWEEN 10,000 AND 24,999	MAYOR	1	4,800
Knightdale	12,692	BETWEEN 10,000 AND 24,999	MAYOR	1	6,944
Laurinburg	15,910	BETWEEN 10,000 AND 24,999	MAYOR	1	7,877
Leland	15,449	BETWEEN 10,000 AND 24,999	MAYOR	1	9,105
Lenoir	17,912	BETWEEN 10,000 AND 24,999	MAYOR	1	13,232
Lewisville	12,910	BETWEEN 10,000 AND 24,999	MAYOR	1	3,200
Lexington	18,655	BETWEEN 10,000 AND 24,999	MAYOR	1	9,000
Lincolnton	10,550	BETWEEN 10,000 AND 24,999	MAYOR	1	7,951
Lumberton	21,607	BETWEEN 10,000 AND 24,999	MAYOR	1	9,078
Mebane	12,136	BETWEEN 10,000 AND 24,999	MAYOR	1	9,500
Mint Hill	24,790	BETWEEN 10,000 AND 24,999	MAYOR	1	10,000
Morrisville	20,753	BETWEEN 10,000 AND 24,999	MAYOR	1	11,151
Mount Airy	10,372	BETWEEN 10,000 AND 24,999	MAYOR	1	0
Mount Holly	14,271	BETWEEN 10,000 AND 24,999	MAYOR	1	7,200
Newton	13,031	BETWEEN 10,000 AND 24,999	MAYOR	1	2,400
Pinehurst	15,525	BETWEEN 10,000 AND 24,999	MAYOR	1	7,000

Reidsville	14,246	BETWEEN 10,000 AND 24,999	MAYOR	1	6,900
Roanoke Rapids	15,543	BETWEEN 10,000 AND 24,999	MAYOR	1	9,181
Shelby	20,179	BETWEEN 10,000 AND 24,999	MAYOR	1	9,638
Smithfield	11,027	BETWEEN 10,000 AND 24,999	MAYOR	1	6,000
Southern Pines	13,089	BETWEEN 10,000 AND 24,999	MAYOR	1	6,175
Stallings	14,777	BETWEEN 10,000 AND 24,999	MAYOR	1	7,800
Statesville	24,981	BETWEEN 10,000 AND 24,999	MAYOR	1	18,773
Tarboro	11,285	BETWEEN 10,000 AND 24,999	MAYOR	1	8,035
Waxhaw	11,311	BETWEEN 10,000 AND 24,999	MAYOR	1	1,391
AVERAGE					7,905

Albemarle	15,904	BETWEEN 10,000 AND 24,999	MAYOR	1	9,312
Archdale	11,746	BETWEEN 10,000 AND 24,999	MAYOR	1	4,342
Boone	18,277	BETWEEN 10,000 AND 24,999	MAYOR	1	6,439
Carrboro	20,510	BETWEEN 10,000 AND 24,999	MAYOR	1	8,552
Clayton	17,174	BETWEEN 10,000 AND 24,999	MAYOR	1	6,676
Clemmons	19,158	BETWEEN 10,000 AND 24,999	MAYOR	1	300
Davidson	12,040	BETWEEN 10,000 AND 24,999	MAYOR	1	4,600
Eden	15,406	BETWEEN 10,000 AND 24,999	MAYOR	1	480
Elizabeth City	18,054	BETWEEN 10,000 AND 24,999	MAYOR	1	7,800
Fuquay-Varina	19,802	BETWEEN 10,000 AND 24,999	MAYOR	1	7,684
Graham	14,177	BETWEEN 10,000 AND 24,999	MAYOR	1	5,465
Harrisburg	13,996	BETWEEN 10,000 AND 24,999	MAYOR	1	5,400
Havelock	20,821	BETWEEN 10,000 AND 24,999	MAYOR	1	2,969
Hendersonville	13,473	BETWEEN 10,000 AND 24,999	MAYOR	1	6,000
Hope Mills	15,915	BETWEEN 10,000 AND 24,999	MAYOR	1	4,167
Kernersville	24,025	BETWEEN 10,000 AND 24,999	MAYOR	1	2,400
Knightdale	12,692	BETWEEN 10,000 AND 24,999	MAYOR	1	5,680
Laurinburg	15,910	BETWEEN 10,000 AND 24,999	MAYOR	1	3,939

Leland	15,449	BETWEEN 10,000 AND 24,999	1	6,250
Lenoir	17,912	BETWEEN 10,000 AND 24,999	1	9,853
Lewisville	12,910	BETWEEN 10,000 AND 24,999	1	2,200
Lincolnton	10,550	BETWEEN 10,000 AND 24,999	1	4,772
Lumberton	21,607	BETWEEN 10,000 AND 24,999	1	7,551
Mebane	12,136	BETWEEN 10,000 AND 24,999	1	9,000
Mint Hill	24,790	BETWEEN 10,000 AND 24,999	1	5,000
Morrisville	20,753	BETWEEN 10,000 AND 24,999	1	9,400
Mount Airy	10,372	BETWEEN 10,000 AND 24,999	1	0
Newton	13,031	BETWEEN 10,000 AND 24,999	1	1,200
Pinehurst	15,525	BETWEEN 10,000 AND 24,999	1	5,000
Reidsville	14,246	BETWEEN 10,000 AND 24,999	1	5,700
Roanoke Rapids	15,543	BETWEEN 10,000 AND 24,999	1	6,750
Shelby	20,179	BETWEEN 10,000 AND 24,999	1	4,848
Smithfield	11,027	BETWEEN 10,000 AND 24,999	1	4,000
Southern Pines	13,089	BETWEEN 10,000 AND 24,999	1	4,856
Stallings	14,777	BETWEEN 10,000 AND 24,999	1	4,800
Statesville	24,981	BETWEEN 10,000 AND 24,999	1	8,950
Tarboro	11,285	BETWEEN 10,000 AND 24,999		
Waxhaw	11,311	BETWEEN 10,000 AND 24,999	1	1,288
AVERAGE				5,233

Albemarle	15,904	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	1	9,312
Archdale	11,746	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	5	4,342
Boone	18,277	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	3	6,439
Carrboro	20,510	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	5	8,552
Clayton	17,174	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	4	6,676
Clemmons	19,158	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	4	300
Davidson	12,040	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	1	4,600

Eden	15,406	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	5	450
Elizabeth City	18,054	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	7	7,200
Fuquay-Varina	19,802	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	3	7,684
Graham	14,177	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	3	5,465
Harrisburg	13,996	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	6	5,400
Havelock	20,821	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER		2,969
Hendersonville	13,473	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	3	6,000
Hope Mills	15,915	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	4	3,902
Kernersville	24,025	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	4	2,400
Knightdale	12,692	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	4	5,050
Laurinburg	15,910	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	4	3,939
Leland	15,449	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	3	6,250
Lenoir	17,912	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	6	9,255
Lewisville	12,910	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	5	2,200
Lexington	18,655	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	8	6,000
Lincolnton	10,550	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	3	4,772
Lumberton	21,607	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	7	7,551
Mebane	12,136	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	4	9,000
Mint Hill	24,790	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	3	5,000
Morrisville	20,753	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	5	9,400
Mount Airy	10,372	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	4	0
Mount Holly	14,271	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	7	6,000
Newton	13,031	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	5	1,200
Pinehurst	15,525	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	3	5,000
Reidsville	14,246	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	5	5,100
Roanoke Rapids	15,543	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	4	6,750
Shelby	20,179	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	5	4,848
Smithfield	11,027	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	6	4,000
Southern Pines	13,089	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	3	5,077
Stallings	14,777	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	5	4,800
Statesville	24,981	BETWEEN 10,000 AND 24,999	GOVERNING BOARD MEMBER	7	8,343

Tarboro
Waxhaw

AVERAGE

11,285 BETWEEN 10,000 AND 24,999

11,311 BETWEEN 10,000 AND 24,999

GOVERNING BOARD MEMBER

GOVERNING BOARD MEMBER

8

5

6,361

1,288

5,323