



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:

Name	Charles Edward Sams		
Age	49		
Date of Original Employment	2/27/1995		
Current Title	Police Lieutenant		
Current Salary	\$79,106.67		
Current Department	Police		
Salary Changes	Effective Date	Action Description	Salary
	02/27/1995	New Hire	\$ 18,720.00
	08/27/1995	Pay Plan Adjustment	\$ 20,750.86
	02/27/1996	Career Plan Advancement - Police Officer Trainee III to Police Officer	\$ 21,788.52
	07/01/1996	Pay Plan Adjustment	\$ 22,961.90
	08/27/1996	Pay Plan Adjustment	\$ 23,889.58
	08/27/1997	2% Performance Increase	\$ 24,854.70
	04/27/1999	Rehire - Police Officer Senior	\$ 26,097.50
	07/01/1999	Pay Plan Adjustment	\$ 26,612.22
	04/27/2000	4% Performance Increase; 1% Pay Plan Adjustment	\$ 27,953.48
	07/01/2000	Market Adjustment	\$ 28,810.31
	04/27/2001	4% Performance Increase; 1% Pay Plan Adjustment	\$ 30,262.35
	04/27/2002	3% Performance Increase; 1% Pay Plan Adjustment	\$ 31,481.92
	12/07/2002	3% Citywide Cost of Living Adjustment	\$ 32,426.37
	01/01/2003	3% Pay Supplement - ERT added	\$ 33,399.16
	07/01/2003	5% Increase for Advanced Certification	\$ 35,069.12
	04/27/2004	4% Performance Increase	\$ 36,471.88
	07/05/2004	1% Citywide Cost of Living Adjustment	\$ 36,836.59
	04/15/2005	Promotion - Senior Police Officer to Police Sergeant	\$ 40,520.25
	04/27/2005	3% Performance Increase	\$ 41,735.86
	07/02/2005	1% Citywide Cost of Living Adjustment	\$ 42,153.18
	04/27/2006	3% Performance Increase	\$ 43,417.88
	07/01/2006	New Public Safety Pay Plan	\$ 45,020.18
	09/23/2006	3% Pay Supplement - ERT ended	\$ 43,708.91
	04/27/2007	4% Performance Increase	\$ 45,457.98
	06/30/2007	Market Adjustment for Public Safety Pay Plan	\$ 47,276.30
	09/29/2007	Interim Assignment - Sergeant acting as Lieutenant	\$ 52,003.93
	02/04/2008	Interim Assignment ended	\$ 47,276.30
	04/27/2008	Salary Adjustment	\$ 49,166.94
	06/28/2008	4% Public Safety Pay Plan Adjustment	\$ 51,133.62
	04/27/2009	4% Performance Increase	\$ 53,178.94
	05/28/2011	Interim Assignment - Sergeant acting as Lieutenant	\$ 63,814.73
	08/04/2012	Interim Assignment ended, 2% COLA on 6/23/2012	\$ 54,242.50
	06/22/2013	3% Cost of Living Adjustment	\$ 55,869.58
	06/21/2014	3% Cost of Living Adjustment	\$ 57,545.90
	10/25/2014	Promotion - Sergeant to Lieutenant	\$ 68,825.22

	06/20/2015	Class/Comp Study - Salary Adjustment	\$	70,957.12
	07/02/2016	1% Pay Plan Adjustment, 2.5% Pay Increase - All Employees	\$	73,458.41
	06/03/2017	Market Adjustment	\$	77,177.35
	07/01/2017	2.5% Pay Increase - All Employees	\$	79,106.67
Promotions	02/27/1996	Career Plan Advancement - Police Officer Trainee III to Police Officer	\$	21,788.52
	04/15/2005	Promotion - Senior Police Officer to Police Sergeant	\$	40,520.25
	10/25/2014	Promotion - Sergeant to Lieutenant	\$	68,825.22
Demotions	N/A			
Suspensions	N/A			
Transfers	09/23/2006	Transfer		
	07/12/2011	Transfer		
	08/07/2012	Transfer		
	10/25/2014	Transfer		
Separations	05/14/1998	Resignation		
Other Changes	01/01/2003	3% Pay Supplement - ERT added		
	09/23/2006	3% Pay Supplement - ERT ended		
	07/01/2017	5% Pay Supplement - Master's Degree added		