



## **CITY COUNCIL AGENDA ITEM COVER SHEET**

Meeting Date: 10/02/2025

Department: Finance Department

Prepared By: Crystal Postell, Director of Finance

Contact Information: 336-431-2180 / [cpostell@trinity-nc.gov](mailto:cpostell@trinity-nc.gov)

### **AGENDA ITEM TITLE**

Budget Ordinance 26 – 04: Increase the Salary for the Recruitment of a City Manager

### **SUMMARY**

Trinity City Council has requested an increase in the salary to hire a new City Manager for \$150,000. The increase in the recruitment salary is important for several strategic, organizational, and competitive reasons:

#### **Attracting Qualified Talent**

- A City Manager role requires extensive experience in municipal administration, budgeting, policy, and leadership.
- Offering a competitive salary ensures the City can attract highly skilled candidates who have a proven track record in managing city operations effectively.

#### **Retention and Stability**

- A competitive salary helps retain a City Manager once hired, reducing turnover and ensuring continuity in city leadership.
- Stability in the City Manager position is critical for long-term projects, strategic planning, and consistent policy implementation.

#### **Recognizing Scope and Responsibilities**

- The City Manager oversees all city departments, implements policies approved by the Council, manages budgets, and ensures compliance with regulations.
- Increasing the salary reflects the level of responsibility, accountability, and expertise required for the position.

#### **Supporting Effective Leadership**

- Attracting a high-caliber City Manager enables the city to benefit from innovative ideas, strong management skills, and proactive problem-solving.

- Competitive compensation signals that the City values leadership quality and is committed to effective governance.

The additional funding for the hiring of this position will be transferred from the savings found within both the Planning Department and the Administration Department. The transfer would be as follows:

Administration \$7,600 (newsletter)  
Planning \$27,200 (contracted services)

### **RECOMMENDED ACTION**

Staff recommend that Trinity City Council adopt and approve Budget Ordinance 26 – 04 to increase the salary for the recruitment of a City Manager.

### **ATTACHMENTS**

Budget Ordinance 26 – 04

City Manager Study Data