

## CITY OF EDEN, N. C.

A special meeting of the City Council, City of Eden, was held on Thursday, October 26, 2000 at 7:00 PM in the Council Chambers, 338 West Stadium Drive. Those present for the meeting were as follows:

Mayor:	Philip K. Price
Mayor Pro Tem:	John E. Grogan
Council Members:	Ronald H. Reynolds
	Ronald L. Janney
	Christine H. Myott
	Garry Tudor
	William W. Rorrer
	C. H. Gover
Interim City Manager:	Peter Bine
City Attorney:	Charles J. Nooe
Deputy City Clerk:	Sheralene Thompson
Representatives from staff:	
Rockingham County Director of Economic Development:	Don Moss
Representatives from News Media:	Leslie Brown, <u>Greensboro News &amp; Record</u> , Reid Baer, <u>The Daily News</u>

MEETING CONVENED:

Mayor Price called the special meeting of the City Council to order and welcomed those in attendance.

Closed Session:

Closed Session according to GS 143-318.11(a)(4) to discuss matters relating to the location and expansion of an industry, including an agreement on a tentative of economic development incentives that may be offered by the public body in negotiations.

A motion was made by Council Member Gover seconded by Council Member Reynolds for a closed session according to GS 143-318.11(a)(4) to discuss matters relating to the location and expansion of an industry, including an agreement on a tentative of economic development incentives that may be offered by the public body in negotiations. All Council Members voted in favor of this motion.

Mr. Don Moss left the meeting after closed session.

Open Session:

A motion was made by Council Member Gover seconded by Council Member Tudor to return to open session. All Council Members voted in favor of this motion.

Public Hearing Called for Economic Incentives:

A motion was made by Council Member Grogan seconded by Council Member Gover to call for a public hearing to discuss economic incentives for an industrial prospect on Thursday, November 9 at 5:00 p.m. All Council Members voted in favor of this motion.

Mr. Nooe asked permission to be excused from the meeting.

Consideration and discussion of proposed implementation of Pay & Classification Study:

Mr. Bine began the discussion by explaining that they would be presenting the implementation of action that the Council had authorized earlier in the year, through the adoption of the 2000-2001 Budget, as well as the Classification & Pay Plan, which was undertaken by the Piedmont Council of Governments. He then passed out to the Council a recap of the prior action of

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Council, as presented in June, which was to increase each employee's pay by \$1,000. He explained that was the \$189,000 contained in the summary of the Pay Study Implementation Part I. He explained that the second portion of the effort was really the work that was done and presented to the Council in the past by the Council of Governments, to look at the pay for employees of the City of Eden and how that pay and the job classifications compare with the market that the City of Eden was in. That work was done by Mr. Matt Reece, who he then introduced.

Mr. Reece explained that they were there to talk essentially about Part II. He asked them to recall how they had arrived at this point. He noted that they have had the presentation and went through the process of data collection. They talked to the employees, to get their take on how they saw job responsibilities for the positions that they held. He reminded them that it was a study of jobs and not of individuals and they also did not look at things like longevity and performance. He also reminded them that they were compared to the local Rockingham County market.

He recalled that they had talked about a number of implementations at that point, they had a very good discussion and the Council had also committed some resources into those implementations. He explained that they were present there tonight to discuss the follow-up implementation.

Mr. Reece explained that when they have those sorts of changes from time to time, they were going to also have personnel changes and so forth, so that was what the first portion of that memo was about. It summarized the bottom line effect of those changes, of what the payroll was and where it is now. He stated that in that, obviously they were budgeting for this fiscal year, on that old payroll, so they had some additional resources now. In terms of the folks who were hired at the start of the pay scale and the positions that they have budgeted that were currently vacant, those were budgeted at the bottom end of the pay scale. He noted that in just about every one of those cases there was an incumbent in that position that was making a higher salary, so that frees up some available resources.

He stated that he had also summarized the total cost also. He also included the \$1,000 implementation per employee, that was the cost of this study and the reason they adopted that was to implement this study and to fund it. The other portion was what would be the cost of looking at the implementation for a period of November to June. He noted that would come to the \$228,000 that they see there (on the hand out). He explained that the total cost of the study, looking at what they have done already, and what they would fund for the remainder of the year, would be \$417,000. Then if \$417,188 was what the cost of the study was, then they have their available resources from what their budget was and what their payroll was now, that they would want to roll into that, was right at \$190,000. Then the net affect was \$228,145 that they would be looking for further allocation of resources to do that.

Mr. Reece stated that he also believed the Council had discussed including some of this in the budget that they had prepared for last year, so he did not believe it was necessarily new money.

Mayor Price asked how much a payroll increased every year, just by everything being equal.

Mr. Reece replied that in terms of the percentage increases across the board, he would say that what folks tend to look at was somewhere in the neighborhood of a 4% to 6% increase. He stated that it would be a very broad, southeast kind of number. He stated that in terms of new positions, he would not be able to tell him exactly, as it depended upon where the organizations were, in terms of adding positions, benefits and those costs that would increase their total payroll, and again the total payroll that they have there was just base salary. He added they would probably find somewhere for most of the employees they were talking about in this particular group, being very few management, the majority being line and staff kinds of positions and those were going to be somewhere in the 4 to 6%.

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Mayor Price asked if that was a normal figure, every year regardless of an organization.

Mr. Reece replied that was his best guess. He explained that generally, what he remembered seeing for this year, it was about 4 to 4 1/2 percent for those sort of line and staff positions. He explained that the compensation folks group it by different segments and with the management section of data collection that percentage was going to be higher.

Mayor Price noted that 6% of their total payroll for next year would be roughly a \$350,000 increase in the payroll.

Council Member Gover stated that it was on the proposed increase.

Mayor Price noted that he was lumping this year's increase in...to which Council Member Janney pointed out that it was \$417,188 for the total year.

Mr. Reece explained that he got \$328,000, taking the \$5,056,000 that they have and adding it to that, \$417,000 and then taking the 6% of that number (which would) give them \$328,000.

Council Member Janney asked Mr. Reece to tell him what the \$417,000 was. He stated that it said, "total cost to implement study for fiscal year 2001." He pointed out that if they did it for the whole year it would cost \$417,000.

Mr. Reece agreed and stated that his understanding was that they allocated \$189,000, so far with that \$1,000 per employee. Then taking the entire cost of the study over a 12-month period and dividing that by 12 and then multiplying it by 8 gets them to \$228,000.

Council Member Grogan commented that their present pay structure was entry level, job rate (mid point), and maximum. He asked that with this study, he looked at entry level rates, and did that make the job rate and the maximum rate move also.

Mr. Reece replied that they adjusted those two points as well in the pay plan. Their recommendation was to move that minimum 22%, the midpoint out 22% and also the maximum.

Council Member Grogan stated that the entry level rate to a maximum level rate was at 3% or 4%.

Mr. Reece replied that the percentage spread from minimum to maximum, from grade to grade was 5%. He stated that there would be a 50% increase in their current pay if they analyzed the gross, from entry level to max there was a 50% spread, which was pretty standard.

Council Member Tudor asked if it was 36% or something like that.

Mr. Reece replied that actually when they first adjusted that pay scale, he made the mistake and did not adjust their maximum on out. He explained that he moved that midpoint and shortened their pay, which was not his recommendation and probably not what they wanted to do as most places were going to adjust the entire scale.

Council Member Gover stated that he was looking at this 9.94% and it equated to be \$487,000 and it was not the 4½ to 6% that he was predicting because it was not done for the whole year.

Council Member Grogan pointed out that they were not spending quite as much money because they were waiting until the first of November.

Council Member Gover replied that he was saying the percentages that he was using...

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Mr. Reece commented that it was easy to get confused on this. He explained that as he understood Mayor Price's question, what was the general percentage that they were going to see in the market, as far as adjustments to pay scales and so forth, his best guess on that, without going back and pulling data and doing an analysis, would be in the neighborhood of 4 to 6%. The numbers that he was talking about were the percentage increases that were attributed to this study, to get them from where they were to where they need to be, and that was not necessarily indicative of what their future performance would be in this pay system.

Council Member Gover stated that he did not want to be confused with \$380,000 against the \$487,000.

Mr. Reece agreed that they were different and the reason for that difference was that it was an original cost of looking at 12 months of implementation going back to start at July 1, 2000. He stated that they were at a different point and have a different implementation than that.

Mayor Price commented that if they look at the 6%, they were looking at about a roughly \$300,000 increase every year.

Council Member Grogan pointed out that 6% was right strong. He stated that he thought that the norm had been anywhere from 3 to 5%. He stated that a lot of places had a 3% increase for cost of living, across the board and then another 1 or 2% to use for performance, but the dollars still come out the same. He stated that the other thing, when they get into those numbers, it was like a smoking gun as there were mirrors here and there. He stated that they have this, and then at the end of the year they have longevity, which was another \$60,000 or \$70,000 on top of this to which Council Member Rorrer added that it was \$120,000.

Council Member Janney stated that he started asking questions before the previous City Manager left, and he never got any answers, so he asked them again and he thought it was time they talked about it. He stated that he got to looking at how their people were paid and there was somewhere around a third of them who were not presently being paid correctly. He stated that they had some employees who were overpaid and some were underpaid.

Council Member Grogan asked whose perception that was.

Council Member Janney replied that he had the records and they were given to him by the City Manager. It was the way that the ordinance was written and the way they were being paid, the ordinance was not followed. He stated that he knew it was a surprise to them, but he had all the records. He stated that there was a situation about a year ago, where he had questioned an employee getting a tremendous amount of money over a short period of time, and that started the ball rolling. He stated that he started asking questions and looking at stuff, and the City Manager sent him a list of about 70 people who were not paid right, one way or another. He stated that they needed to take a look at this to find out what was going on and why they were not. He added that he knew why they were not, but he thought the Board needed to know. He stated that they have had to doff off some money, because they had underpaid one person, to the tune of about \$860 or \$880. He asked why they did not pick that up when they did the study.

Mr. Reece replied that it was not a component of the study.

Council Member Janney stated that he knew it was not, but it looked like something would have triggered it.

Mr. Reece replied that he would have to look at the specifics to see if it was something that was being studied, but he could not imagine how that would be triggered. He stated that this was not an assessment of individual's salaries. They never looked at an individual and said, "What does this particular laborer make?"

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Council Member Janney explained that he was saying this based on the fact that if somebody was getting overpaid today, he would not want to take anything away from them, they could adjust it later, but if they were getting underpaid today, they should get their money like this other person got theirs.

Mr. Reece replied that he could not speak to those issues.

Council Member Grogan commented that he thought that was what this really addressed.

Mr. Reece stated that it looked at what was the growing market rate for a job and if folks were beneath that growing market rate, then their recommendation was to...

Mayor Price commented that it sounded like they were talking about two different things, what the market is...

Mr. Bine addressed the Council and explained that Council Member Janney was referring to the application of an understanding or a policy process, which was applied inconsistently. As an example he asked them to assume that he started to work on January 1<sup>st</sup> in Job A, making \$10 an hour. His normal review date, or probation, would be July 1<sup>st</sup>, six months. If he passed his review he would get a 5% increase. In April, he went from Job A, paying \$10 an hour, to Job B, making \$11 an hour. In many cases the anniversary date was not changed from July to October, like it would need to be. So, that employee would get their six month increase in July and then sometimes they were promoted again to Job C, at another rate. This has a roll-off effect and he did not know how they would ever unscramble that egg to figure out how much money was involved. It would take a team of accountants to figure it out. He stated that in his investigation of it, he not found anybody that did this in anything other than what they thought was the right thing to do. He stated that was the situation, and that was totally different from the work that Mr. Reece and his folks did. It was unknown at that time, although it was probably going on at that time. He stated that it only came to light back in July or August.

Council Member Janney commented that he had asked him about it sometime in August.

Mr. Bine stated that he had gone into HR (Human Resources) and sat down with the director at the time and they looked at some of those issues. He stated that frankly, that happened and he thought that to speak to some of the issue, Personnel or HR, for those that were underpaid, they did not receive their compensation on a timely basis, that was calculated, and that represented the eight hundred and some odd dollar, and there may be a couple more in there...

Council Member Janney stated that he did not see any but the \$883.92 that the one person had.

Mayor Price asked Mr. Bine how many he had discovered in going through it.

Mr. Bine replied that for the ones that were done improperly, Council Member Janney had the list.

Council Member Janney stated that he had 73.

Council Member Gover asked if they needed to get this in order before they try to implement the study.

Mr. Bine replied that he did not know what he meant by order.

Council Member Gover stated that before they implement another plan, they already have something going on that he was saying was not right...

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Mr. Bine replied that it was, but as far as he knew, there was a very clear understanding of the way to do it today.

Council Member Grogan commented that he thought Council Member Janney was saying that he did not want to take anything back he just wants to get the people who were underpaid brought up.

Council Member Janney stated that the only way they would do it would be to go back to where they started moving, change it, and it would not take a rocket scientist to figure out whether they were overpaid or underpaid, to go through it.

Council Member Grogan, as an example, asked them to assume that he was a city employee and they come to him and say, "John you have really been doing a good job, but you know you are over paid and we are going to have to cut your pay"...

Council Member Janney disagreed and stated that was not what he said.

Council Member Grogan stated if they came to him and said, "John boy, you have been done and we need to increase your pay"...

Council Member Janney replied that they would pay him whatever they owed him.

Mr. Bine added that even with that occurring, Mr. Reece's analysis found that the employees were still way underpaid. So they could imagine how much further underpaid they would be if this situation had not occurred.

Council Member Janney stated that Council Member Grogan was talking about the base salary, where did they start, entry level. He stated that he was talking about above entry level. The only way they were going to correct it, in his opinion, they could go back through there and find out if they owed those people any money.

Mr. Bine replied that HR had done that.

Council Member Janney stated that he did not give it to him and he had asked for it.

Mr. Bine replied that was what the report was.

Council Member Janney stated that what he had asked for was to know how many were underpaid, how many dollars they owed, how many were overpaid and what did they need to do about it. He stated that was his question and that was also his question to the previous City Manager, to get it straightened out and he totally ignored it, but they did get one lady paid.

Mayor Price asked Mr. Bine what his recommendation would be.

Mr. Bine replied that of course it was the Council's decision. If they wanted to ascertain what the pluses and minuses of this administrative application and procedure has, that was imminently possible and would take a lot of time by somebody and they did not have any "somebods" who were sitting around to do that. He stated that he thought that would probably be independent of anything that the pay plan proposes. He stated that as he had said, even with that occurring, the employees were still way under paid, according to market. He pointed out that they did not have to go any further than the Eden daily paper to see what other communities were paying and the city was not.

Mayor Price asked if his recommendation was to draw a line of demarcation and say as they implement this, make sure that all of the other changes were implemented properly.

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Mr. Bine replied that if they go back and found that he was an employee and he got promoted four times in six years and he ended up getting \$2.50 more an hour than he should, and he was still underpaid by “x” number of dollars, once they know that, what was the city going to be doing with it.

Council Member Gover stated that his concern was how much money was involved, if they do the study on those 76 employees, to pay them what they were owed, that was not budgeted money. He stated that they needed to know some kind of figure, it was independent, but it would have a bearing on it.

Mr. Bine replied that with all due respect, for the most part, the city employees have been paid more, not less. There were 73 involved in the analysis, and he thought just a handful in the whole process that was perhaps underpaid. He stated that Council Member Janney was correct in that one was compensated for that.

Council Member Janney stated that he did not have any names on the report so if somebody wanted to know how they were paid, he could not tell them. He stated that in taking it one step further, suppose they did not do anything about it and left it like it was the thing would remain out of tilt. They had to go back and correct it. He stated that he would bring up at the next meeting that they investigate it and correct it. He stated that they were aware that they did have a problem and when they start fooling with people’s pay, that was important and they should not take it lightly.

Council Member Grogan stated that if they implemented this pay plan, it would put the city’s pay plan in a competitive situation with the other municipalities in Rockingham County.

Mr. Reece agreed and stated that the issue today was that if they had an advertisement for a position and there was one from Reidsville, Eden and Rockingham County, and they all appear in the newspaper on the same day, the Eden pay for that position, say Police Officer, was going to be twenty some percent below the other two.

Council Member Grogan added that if this was implemented it would be comparable to which Mr. Reece agreed.

Council Member Tudor asked if they implemented it on November 1<sup>st</sup>, even if they still needed to adjust some people’s salaries, still everyone was paid a little more properly than they have been being paid and the City of Eden was saying to those applicants out there, “We need to hire some people and we are willing to pay a little better in November than we were willing to pay in October.”

Mr. Reece pointed out that they have two issues, they have retention and recruitment. In the issue of retention, they have developed a plan to help with that retention to advance people along in their pay plan and they would want to administer that appropriately.

Council Member Tudor thanked Council Member Janney for pointing it out. There were some people, if they implement this, and then get it correct, were going to be even better off than they would be if they only implemented this and did not put in his correction.

Mr. Reece agreed and stated that the issue of recruitment was really what this was going to get out most directly because that was where the most discrepancies were.

Mayor Price reminded the Council that this was an informational meeting and they would be making their final decision on this at their November regular meeting.

Council Member Janney commented that they had to understand that he had no idea of how many more were underpaid or where they were at this point.

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Council Member Rorrer and Janney both agreed that they needed to get it in line with the policy.

Council Member Myott stated that if someone was underpaid and with this plan they were going to bring them up to where they should be, would that not take care of their underpayment.

Mayor Price replied that it seemed that they would as some people were going to be raised farther up at one time.

Council Member Myott added that those that were overpaid would not be raised as much.

Mr. Bine commented that was a good theory, whether or not it works out in practice, they would have to go down through each individual employee.

Mayor Price asked Mr. Reece if that was the way it would work.

Mr. Reece replied that folks in this salary were going to get a salary increase for two reasons, first that their salaries were below the new minimum and secondly, it would address the issue of compression, and that was where those percentages of the 7.2% and progressively on up, were built into that. He stated that with the implementation of the study, they could certainly say they were going to look at where this places them relative to midpoint and so forth and this would have an impact on how they were going to administer this plan.

Mr. Bine added that they had to say at some point, "This is the salary that we are going to start with", for figuring the dollar cost value for implementation and cut it. So they had to say on a "certain date" this is the salary. He stated that he had discussed it with Mr. Reece and also Mrs. Santell (former Human Resources Director), back in July and they decided that day and date would be June 30<sup>th</sup>, since that was the end of the last fiscal year, and was the day before the implementation of the \$1,000 which the Council actually took. So, anything that had occurred to an employee since that time, such as merit increases, etc., they were all on top of and would now be coordinated with those recommendations, so that bumps that up. Conversely, if their review date was after the implementation date, and say it was in February that would be on top of whatever the recommendation was that came forward.

Mayor Price asked what percentage of merit increases would be on top of this to which Mr. Bine replied that it would already be in the budget. Mayor Price asked what he thought it would be to which Mr. Bine replied that he had no idea.

Council Member Janney stated that if the review date was afterwards, it would be on top of it, but if somebody was unfortunate to be messed up, and their review date was before, they were not going to get as much. If they were going to get more for being after, they were not going to get as much; they were not going to get another review.

Mr. Bine stated that there were no merits included in their numbers, so all the merits would be on top of those numbers.

Mayor Price added that all of the hire dates, job dates, whatever, would all be brought up to date.

Mr. Bine replied that they would not change from what they were.

Council Member Janney asked that they suppose that it was up for him June 1<sup>st</sup>, and everybody received whatever the Board voted on beginning June 1<sup>st</sup>, and he received a percentage increase for performance and it was 3%. His performance date was in May, before they implement it. He would get 3% on what he was making in May. Then they implement it in June, and Council Member Myott's performance date was in July, she would get 3%, which was a whole lot more than his 3%, and they were making the same amount of money.



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Mr. Bine stated that he saw his argument, but it was fallacious, unfortunately, and the reason was, say that the plan implementation gave him 5% on top of his May 3%, and Mrs. Myott's 3% in July was on top of her June 5%, it was the same thing.

Council Member Janney replied that he did not appreciate his remark, as he had not finished. He stated that if he was all messed up and should he have been on the other side of the equation, he would have gotten more. That was why it was important that it be straightened out.

Mr. Bine stated that he did not understand why he would say they would have gotten more.

Council Member Janney replied that his performance percentage would have been different. The amount of money he got would have been different.

Council Member Rorrer commented that he understood what he was saying. He was talking about someone who was not paid properly and their date was in the wrong place.

Mr. Bine stated that there was another minor issue that was out there and he would raise it so that he could turn the last card over. He stated that it was the action of the Council back in June to award everyone a \$1,000 and that has paid some employees more than what the plan would have.

Council Member Janney agreed that was probably so.

Council Member Tudor asked if he meant there was some people on this plan that would get a \$800 raise and they got \$1,000.

Mr. Bine agreed and so they were up \$200.

Council Member Grogan pointed out that probably 25 or 30 really did not get the recognition they needed as far as responsibility.

Mayor Price asked about merit. He asked Mr. Bine, as he had been there just a short period of time, but in his opinion, how did he feel about the city's system of merit and how it was being implemented.

Mr. Bine replied that he had been through some merits in his years that have been used and abused. He stated that frankly in Garner, they did away with it for about 8 years. He stated that it had been abused badly and was used as a pay increase and not as a recognition of performance. He stated that for instance at Public Works maybe they had \$10,000 for merits and rather than giving them out in August, October, January, May and June, they figured out what day in March they could give a merit to everybody, rather than picking people and giving them different amounts, and not giving it to others, giving them a day in which they could give to everybody. It was in effect a pay increase. He stated that was total abuse and they did away with it. Two years before he left, they had a committee that developed, with the help of employees, they developed a system that functioned. He stated that he thought the Eden system functioned as well as he had seen one. He signed every merit increase that came in and he reviewed many of them. There was a pretty fair assessment of pluses and minuses of employees and he thought they were doing a good job in that.

Council Member Grogan asked if all of those were done on the anniversary date of the employee.

Mr. Bine replied that the answer to that was, now they were.

Council Member Janney stated that the Mayor had a good question. He stated that in one of the instances where he started looking at all of this stuff, this employee got a 4% increase, and that employee was not at work a lot of the time, and there was another employee who was there all

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the time, and did a very good job, they only got 2%. He stated that he talked with the City Manager about it and he had told him that when they were there they did a good job. He stated that he did not like merit systems either. He stated that it was not dealt out fairly and Mr. Bine was 100% right on that.

Mayor Price commented that it sounded like a management problem to which Council Member Janney and Mr. Bine both agreed that it was.

Mr. Bine explained that one of the problems they have with a group of employees who were underpaid by every measure, was to really say that they were doing a great job, they were not doing a good job, and both of these people were underpaid, and that was real hard to do. When they were not up to a competitive situation it was real hard.

He stated that he did not think they were really delivering the right level of service to the community when they have that attitude, but they could not have any other when they were near the bottom of the rung on the pay scale. He stated that they could not be choosers when they did not have much to choose from.

Mayor Price stated that with the procedures in North Carolina, a lot of businesses were having what they refer to as flex benefits and they could choose what they want to do.

Mr. Bine asked if he meant a cafeteria plan.

Mayor Price replied that it was something like that and he asked if that could happen to a municipality in North Carolina.

Mr. Bine replied sure, but he did not believe it could with a force as small as 200. They would have to have a much larger employee base, because many of those plans have a certain number of minimum required employees in order to make a group.

Mayor Price asked if in some of those instances could they pay part of that in cash. He stated that some people come in and at that point in their life benefits were not important to them. He asked if there was a way they could pay cash instead of the benefits.

Mr. Bine replied that he did not know how the law fits on that, as he had never had that question posed to him. He stated that to some degree it kind of violates the concept of a pay plan. He used as an example there was a \$500 allotment per month for the cafeteria plan just for a number. Employee A chose to use that \$500 allotment for health, dependent, dental, eye care, childcare, or long term disability, in pretax dollars and Employee B said well, "I am single, my healthcare is only half that, I'll take the other half in cash." He stated that he did not know how that would work out.

Council Member Grogan pointed out that the only way he would get that money was to present bills for his health care to which Mr. Bine agreed, but the employee who would get cash would not do that.

Council Member Janney added that they would lose it at the end of the year.

Mr. Bine stated that the intent was not to pay cash, the intent was to offer variety to the employees and in a real cafeteria plan with larger corporations they may have to have a 15 or 20% sign up for a particular benefit in order to have that included in the cafeteria, or to have enough pool for the carrier to provide the service.

Mayor Price explained that he was really getting down to providing someone with cash other than payroll taxes.

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Mr. Bine replied that he did not think that would work with an employee base like the city had.

Council Member Gover asked for clarification on the salary sheets to which Mr. Reece explained that it was a different data base. Mr. Reece pointed out that their payroll had changed for one and on the other sheet it did not include the vacant positions.

Council Member Grogan stated that he would certainly hope that they would look at a favorable implementation with the minimum amount and at the same time do as Council Member Janney said and look at those other jobs and once that was done, a lot of that would take care of itself.

Adjournment:

A motion was made by Council Member Grogan seconded by Council Member Tudor to adjourn. All Council Members voted in favor of this motion.

Respectfully submitted,

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Sheralene Thompson  
Deputy City Clerk

ATTEST:

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Philip K. Price  
Mayor