



**REVISED**  
**NOTICE AND CALL OF**  
**SPECIAL MEETING**  
**OF THE EDEN CITY COUNCIL**  
**CITY HALL COUNCIL CHAMBERS**  
**308 E. STADIUM DRIVE**  
**Monday, October 3, 2022**  
**6 p.m.**

1. Call to Order
2. New Business:
  - a. Economic Adjustments to Employee Compensation
  - b. Fire Station # 2 Bid Awards
3. Closed Session:
  - a. To discuss property pursuant to NCGS 143-318.11(a)(4)
  - b. To discuss personnel pursuant to NCGS 143-318.11(a)(6)
4. Adjournment

This the 30<sup>th</sup> day of September, 2022.

  
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Neville Hall, Mayor

CITY OF EDEN  
OFFICE OF CITY MANAGER

Item 2a

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MEMORANDUM

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TO: Honorable Mayor and Members of City Council  
FROM: Jon M. Mendenhall, City Manager  
SUBJECT: Economic Adjustments to Compensation  
DATE: 9/27/22  
ENCL: Inflation Adjustment Table  
CC: None

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As a community we have faced a unique inflation-labor market scenario that has been unparalleled in recent memory. We at once find ourselves in a recessionary environment, raging inflation at a 40-year high, and a labor market that is restrictively tight. The current business environment is challenging; being in the business of public service which is people intensive adds to these challenges. Over the last few months we have studied and highlighted the need for economic adjustments to compensation primarily to retain, but to also recruit talent to provide the very best services to the public. We have additionally found ourselves wanting a method to deal with the addition of new federal holidays and to allow employees the freedom of choice in observing them.

In light of the above context and conditions that we currently face a table has been developed outlining the costs of various compensation scenarios and the related impacts to the various operating funds of the City.

Based on the foregoing and attached it is recommended to consider: a 10% economic adjustment to compensation with 8% paid as direct pay, 2% paid in time off (2 vacation/3 sick days), payable the first payroll in November.

2022 Inflation Adjustments to Pay  
9/26/2022

Table 1.0 General Fund Impacts

COLA Increase Effective 1st Pay Nov	4%	5%	6%	7%	8%	9%	10%	11%	12%
General Fund Cost Remainder of FY	\$ (219,314.77)	\$ (274,143.46)	\$ (328,972.15)	\$ (383,800.85)	\$ (438,629.54)	\$ (493,458.23)	\$ (548,286.92)	\$ (603,115.62)	\$ (657,944.31)
Pre-budgeted COLA (reallocated)	\$ 40,400.00	\$ 40,400.00	\$ 40,400.00	\$ 40,400.00	\$ 40,400.00	\$ 40,400.00	\$ 40,400.00	\$ 40,400.00	\$ 40,400.00
General Fund YTD Salary Savings	\$ 87,898.00	\$ 87,898.00	\$ 87,898.00	\$ 87,898.00	\$ 87,898.00	\$ 87,898.00	\$ 87,898.00	\$ 87,898.00	\$ 87,898.00
Anticipated Future Salary Savings	\$ 65,923.50	\$ 65,923.50	\$ 65,923.50	\$ 65,923.50	\$ 65,923.50	\$ 65,923.50	\$ 65,923.50	\$ 65,923.50	\$ 65,923.50
Net	\$ (25,093.27)	\$ (79,921.96)	\$ (134,750.65)	\$ (189,579.35)	\$ (244,408.04)	\$ (299,236.73)	\$ (354,065.42)	\$ (408,894.12)	\$ (463,722.81)
Additional Realized Sales Tax Revenue	\$ 778,113.00	\$ 778,113.00	\$ 778,113.00	\$ 778,113.00	\$ 778,113.00	\$ 778,113.00	\$ 778,113.00	\$ 778,113.00	\$ 778,113.00
\$ Sales Tax Unallocated	\$ 753,019.73	\$ 618,269.08	\$ 508,611.69	\$ 398,954.31	\$ 289,296.92	\$ 179,639.54	\$ 69,982.15	\$ (39,675.23)	\$ (149,332.62)
% Sales Tax Unallocated	97%	79%	65%	51%	37%	23%	9%	-5%	-19%
Annualized Total Cost	\$ (316,788.00)	\$ (395,985.00)	\$ (475,182.00)	\$ (554,379.00)	\$ (633,576.00)	\$ (712,773.00)	\$ (791,970.00)	\$ (871,167.00)	\$ (950,364.00)

Table 2.0 Water-Sewer Impacts

COLA Increase Effective 1st Pay Nov	4%	5%	6%	7%	8%	9%	10%	11%	12%
W-S Fund Cost Remainder of FY	\$ (98,868.46)	\$ (123,585.23)	\$ (148,302.00)	\$ (173,019.46)	\$ (197,736.23)	\$ (222,453.69)	\$ (247,170.46)	\$ (271,887.23)	\$ (296,604.69)
Pre-budgeted COLA (reallocated)	\$ 11,700.00	\$ 11,700.00	\$ 11,700.00	\$ 11,700.00	\$ 11,700.00	\$ 11,700.00	\$ 11,700.00	\$ 11,700.00	\$ 11,700.00
Water-Sewer Fund YTD Salary Savings	\$ 53,000.00	\$ 53,000.00	\$ 53,000.00	\$ 53,000.00	\$ 53,000.00	\$ 53,000.00	\$ 53,000.00	\$ 53,000.00	\$ 53,000.00
Anticipated Future Salary Savings (2 FTEs)	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00
Net	\$ 65,831.54	\$ 41,114.77	\$ 16,398.00	\$ (8,319.46)	\$ (33,036.23)	\$ (57,753.69)	\$ (82,470.46)	\$ (107,187.23)	\$ (131,904.69)
Annualized Total Cost	\$ (142,810.00)	\$ (178,512.00)	\$ (214,214.00)	\$ (249,917.00)	\$ (285,619.00)	\$ (321,322.00)	\$ (357,024.00)	\$ (392,726.00)	\$ (428,429.00)

Table 3.0 Comparisons

Comparisons	
County Avg Increase Sept '22	10%
Previous County Avg Difference	2%
New County Difference (Avg)	12%
Reidsville Avg Difference	9.10%

**Table A. Percent changes in CPI for All Urban Consumers (CPI-U): U.S. city average**

	Seasonally adjusted changes from preceding month							Un- adjusted 12-mos. ended Aug. 2022
	Feb. 2022	Mar. 2022	Apr. 2022	May 2022	Jun. 2022	Jul. 2022	Aug. 2022	
All items.....	0.8	1.2	0.3	1.0	1.3	0.0	0.1	8.3
Food.....	1.0	1.0	0.9	1.2	1.0	1.1	0.8	11.4
Food at home.....	1.4	1.5	1.0	1.4	1.0	1.3	0.7	13.5
Food away from home <sup>1</sup> .....	0.4	0.3	0.8	0.7	0.9	0.7	0.9	8.0
Energy.....	3.5	11.0	-2.7	3.9	7.5	-4.8	-5.0	23.8
Energy commodities.....	6.7	18.1	-5.4	4.5	10.4	-7.8	-10.1	27.1
Gasoline (all types).....	6.0	18.3	-6.1	4.1	11.2	-7.7	-10.6	25.6
Fuel oil <sup>1</sup> .....	7.7	22.3	2.7	16.9	-1.2	-11.0	-5.9	68.8
Energy services.....	-0.4	1.8	1.3	3.0	3.5	0.1	2.1	19.8
Electricity.....	-1.1	2.2	0.7	1.3	1.7	1.6	1.5	15.8
Utility (piped) gas service.....	1.5	0.6	3.1	8.0	8.2	-3.6	3.5	33.0
All items less food and energy.....	0.5	0.3	0.6	0.8	0.7	0.3	0.6	6.3
Commodities less food and energy commodities.....	0.4	-0.4	0.2	0.7	0.8	0.2	0.5	7.1
New vehicles.....	0.3	0.2	1.1	1.0	0.7	0.6	0.8	10.1
Used cars and trucks.....	-0.2	-3.8	-0.4	1.8	1.6	-0.4	-0.1	7.8
Apparel.....	0.7	0.6	-0.8	0.7	0.8	-0.1	0.2	5.1
Medical care commodities <sup>1</sup> .....	0.3	0.2	0.1	0.3	0.4	0.6	0.2	4.1
Services less energy services.....	0.5	0.6	0.7	0.8	0.7	0.4	0.6	6.1
Shelter.....	0.5	0.5	0.5	0.6	0.6	0.5	0.7	6.2
Transportation services.....	1.4	2.0	3.1	1.3	2.1	-0.5	0.5	11.3
Medical care services.....	0.1	0.6	0.5	0.4	0.7	0.4	0.8	5.6

<sup>1</sup> Not seasonally adjusted.



## Planning and Community Development Department

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P. O. Box 70, 308 E Stadium Drive, Eden NC 27289-0070/Telephone 336-623-2110/Fax 336-623-4057

### MEMO

**To:** Honorable Mayor and City Council  
**Thru:** Jon Mendenhall, City Manager  
**From:** Kelly K. Stultz, AICP, Director  
**Subject:** **1431 Fieldcrest Road Renovations**  
**Date:** September 23, 2022

The bids for the renovation of Eden Fire Station #2 at 1431 Fieldcrest Road were opened at 11:00 a.m. on September 22, 2022. The following bids were received:

Cirrus Construction, Inc.	\$179,466.00
Coastal Carolina Custom Contractors, LLC	\$184,130.00

Staff recommends that Cirrus Construction, Inc. be awarded the bid for the project.