

Edenton Town Council Minutes  
Special Meeting  
October 24, 2022

The Edenton Town Council met in special session on Monday, October 24, 2022 at 6:45 p.m. in the Council Chambers. The following members were present: Mayor Jimmy Stallings, Councilman Elton Bond, Councilman Roger Coleman, Councilman Aaron Coston, Councilman Samuel Dixon, Councilman Hackney High and Councilman Craig Miller.

Mayor Stallings called the meeting to order.

The first item on the agenda was the salary schedule and salary range update.

Councilman High stated that this item was tabled at the October 11, 2022 Regular Meeting for further review and discussion for concerns that were raised by Council members.

Corey Gooden, Town Manager stated that due to concerns from Town Council member's staff is recommending that Council approve the updated salary grade classification scale which increases salaries by 5%. This will impact a total of 34 employees who are classified in pay grades 11 – 21. He stated that these employees are all hourly employees. He stated that staff will review the salary pay grades 22-36 which could impact four exempt employees. These salary exempt employee adjustments will be reviewed for the upcoming FY23/24 budget.

Corey Gooden, Town Manager stated that the original presentation was for a total of 39 employees but some of those employees have terminated employment with the Town of Edenton since the initial presentation. The total impact of the payroll adjustments would be \$121,943.46 versus the original \$157,708 and would be paid over the next nine (9) months in the current annual budget and would represent the Town Council's continued efforts to improve its employment vacancies, recruitment, and overall retention of current employees.

Councilman Coston asked for clarification on the 5% increase.

Corey Gooden, Town Manager stated that employees will not receive 5% increase in addition to the new pay scale adjustments. He clarified that the pay scales were adjusted by 5% overall. He stated that staff does include in the yearly budget an amount which trends around 5% for employee performance evaluations.

Councilman Coston expressed his concern that this was not discussed and implemented during the FY 22/23 budget beginning July 1 and not in the middle of the fiscal year.

Corey Gooden, Town Manager stated that since July 1 the Town has lost 5 key employees and this update will help to retain employees as well as recruiting qualified employees to fill positions.

Councilman Coleman questioned where the funds will come from to pay for the salary increases.

It was noted that the budget amendment that was included in the Town Council packet shows where the funds will come from.

Councilman Bond made a motion to approve the update for the salary schedule and salary ranges. Councilman Miller seconded the motion. The following voted Ayes: Councilman Coleman, Councilman High, Councilman Miller, Councilman Bond and Councilman Dixon. Those who opposed: Councilman Coston

The second item was the salary grade increases budget amendment.

Corey Gooden, Town Manager stated that this amendment will allow the Town of Edenton to increase salaries for the 34 hourly employees impacted by the 5% increase of their respective pay grade for grades (11-21). The budget amendment represents for all wages, FICA, and retirement impacts.

Councilman Miller made a motion to approve the budget amendment. Councilman Bond seconded the motion. The motion carried unanimously.

There being no further items on the special meeting agenda, the meeting was adjourned.