

ORDINANCE NO. 24-A()

**AN ORDINANCE TO AUTHORIZE THE ONE-TIME PAYMENT OF A MONETARY BONUS
TO EMPLOYEES OF THE COUNTY OF ALBEMARLE, VIRGINIA**

WHEREAS, in recognition of the hard work and dedication of County employees, and given the lack of a base salary increase since January 1, 2024, the Albemarle County Board of Supervisors has determined to grant a one-time monetary bonus to the following classes of employees ("Covered Employees"):

1. All employees who report to the County Executive, the County Attorney, or the Board of Supervisors.
2. Employees of the Charlottesville Albemarle Convention and Visitors Bureau;
3. Employees of the General Registrar, excluding the General Registrar;
4. Employees of the Albemarle County/Charlottesville Virginia Cooperative Extension. This does not include state employees;
5. Employees of the courts of Albemarle County. This does not include state employees; and
6. Employees of local constitutional officers, excluding the constitutional officers, themselves; and

WHEREAS, the Board is authorized by Virginia Code §§ 15.2-1508 and 15.2-1605.1 to provide for payment of monetary bonuses; and

WHEREAS, approximately \$1.0 million was previously appropriated to the Salary and Benefits Reserve during the FY25 budget adoption for midyear employee compensation considerations.

NOW, THEREFORE, BE IT ORDAINED that, pursuant to the authority in Virginia Code §§ 15.2-1508 and 15.2-1605.1, the Albemarle County Board of Supervisors hereby authorizes the one-time payment of a monetary bonus as follows:

1. A one-time payment of \$1,000 to all benefits-eligible Covered Employees who:
 - A. have a start date before January 1, 2025;
 - B. are an active employee as of January 10, 2025; and
 - C. fill a total full time equivalent 1.0.
2. A one-time payment prorated equal to the allocated full-time equivalent of the position to all benefits-eligible Covered Employees who:
 - A. have a start date before January 1, 2025;
 - B. are an active employee as of January 10, 2025; and
 - C. fill a total full time equivalent of less than 1.0.

I, Claudette K. Borgersen, do hereby certify that the foregoing writing is a true, correct copy of an Ordinance duly adopted by the Board of Supervisors of Albemarle County, Virginia, by a vote of ____ to ____, as recorded below, at a regular meeting held on _____.

Clerk, Board of County Supervisors

	<u>Aye</u>	<u>Nay</u>
Mr. Andrews	_____	_____
Mr. Gallaway	_____	_____
Ms. LaPisto-Kirtley	_____	_____
Ms. Mallek	_____	_____
Ms. McKeel	_____	_____
Mr. Pruitt	_____	_____

DRAFT