

ORDINANCE NO. 21-A()

AN ORDINANCE TO AUTHORIZE THE PAYMENT OF MONETARY BONUSES TO ELIGIBLE PUBLIC SAFETY EMPLOYEES OF THE COUNTY OF ALBEMARLE, VIRGINIA

WHEREAS, current conditions in the job market include trends of fewer qualified persons applying for public safety positions, and peer localities providing sign-on bonuses and offering higher starting pay than that offered by the County of Albemarle; and

WHEREAS, the Board desires to retain and recruit the most qualified sworn and uniformed personnel for the Albemarle County Police Department and the Albemarle County Department of Fire Rescue; and

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

WHEREAS, an appropriation to fund one-time and sign-on bonuses authorized by this ordinance is included as part of an appropriation being considered by the Board on December 1, 2021.

NOW, THEREFORE, BE IT ORDAINED that the Albemarle County Board of Supervisors hereby authorizes the payment of monetary bonuses as follows:

1. A one-time payment of \$3,000 shall be paid to all sworn or uniformed full-time and part-time regular employees of the Albemarle County Police Department and the Albemarle County Department of Fire Rescue who:
 - A. Are an active employee as of December 1, 2021; and
 - B. Fill a total full time equivalent of 0.7 and above.
2. A sign-on payment of \$3,000 shall be paid to all sworn or uniformed full-time and part-time regular employees of the Albemarle County Police Department and the Albemarle County Department of Fire Rescue who:
 - A. Have a hire date between December 1, 2021 and November 30, 2022; and
 - B. Fill a total full time equivalent of 0.7 and above.

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. Gallaway	_____	_____
Ms. LaPisto-Kirtley	_____	_____
Ms. Mallek	_____	_____
Ms. McKeel	_____	_____
Ms. Palmer	_____	_____
Ms. Price	_____	_____