



Albemarle County

Legislation Text

File #: 21-233, **Version:** 1

AGENDA DATE: 4/7/2021

TITLE:

County Employee FY 21 Bonuses

SUBJECT/PROPOSAL/REQUEST: To request adoption of an ordinance approving FY 21 County employee bonuses

ITEM TYPE: Regular Action Item

STAFF CONTACT(S): Richardson, Kamptner, Gerome, Robb, Conover

PRESENTER (S): Lorna Gerome, Dana Robb

LEGAL REVIEW: Yes

REVIEWED BY: Jeffrey B. Richardson

BACKGROUND: At the January 28, 2021, meeting, the Board directed staff to pay one-time lump sum bonuses for regular County employees in Spring 2021. To do so requires the adoption of an ordinance authorizing such payments.

STRATEGIC PLAN: Quality Government Operations - Ensure County government's capacity to provide high quality service that achieves community priorities.

DISCUSSION: Given the uncertainty of the pandemic, the County did not provide salary increases for General Government or School Division employees in FY 21 (current year). In recognition of the dedication that our employees have shown in these ever-changing times, the Board was in favor of providing employees with a one-time, lump-sum payment in April 2021. Regular full-time and part-time employees with a total 0.7 full-time equivalent and above receive \$1,000; regular part-time employees with a total full-time equivalent below 0.7 receive \$750. To be eligible, employees must have been hired before January 1, 2021 and be an active regular employee as of April 1, 2021.

The attached Ordinance authorizes bonus payments for County employees under the authority of the Board of Supervisors only, and is contingent upon the approval of Appropriation #2021057, included as part of the Budget Appropriations item being presented to the Board for its consideration on April 7.

The School Board approved the one-time lump sum payment for its employees on February 11, 2021, and approved the related appropriation on March 11, 2021. That appropriation is included in the Budget Appropriations item being presented to the Board of Supervisors on April 7, as Appropriation #2021057.

In addition, Appropriation #2021059, also included in the April 7 Appropriations agenda item, would fund the one-time lump sum payment for the employees of the Registrar, the County Circuit Court Clerk, the County's Commonwealth's Attorney, and the Sheriff.

BUDGET IMPACT: The cost of funding the bonuses for employees who report to the Board of Supervisors is expected to be \$739,623. The sources of funding are General Fund and General Fund School Reserve Fund fund balances.

RECOMMENDATION:

Following the Public Hearing, staff recommends that the Board adopt the attached proposed ordinance (Attachment A).

ATTACHMENTS:

A - Proposed Ordinance