



## Colonial Heights City Council Meeting Agenda Item Executive Summary

### City Council Meeting

**MEETING TYPE:** City Council Special Meeting

**MEETING DATE:** September 15, 2020

**ITEM:** Discussion Regarding Employee Compensation

**DEPARTMENT:** City Manager

**PROPOSED ACTION:** Discussion with City Council regarding a potential bonus payment for various City employees.

**BACKGROUND:** During the COVID-19 emergency, the City implemented a hazard pay program for various public safety employees. The City has not yet implemented a cost-of-living raise during this fiscal year, but will review the possibility for doing so later in the fiscal year. In the meantime, the City Manager proposes the implementation of a bonus payment for full-time and year round part-time employees who were not part of the COVID hazard pay program. The proposed one-time bonus amounts are: \$600 for full-time employees and \$300 for year-round part-time employees. If Council supports the concept, an ordinance to approve the bonus program will be prepared for an upcoming Council meeting.

#### **BUDGET/FINANCIAL IMPACT:**

**Funding for this item was**  **included**  **not included in the current-year budget**  **N/A**  
While funds were not specifically budgeted for this type of bonus program, funding is available in the contingency account since cost of living funding was included there in the FY 20 budget due to the COVID impact. An estimated cost will be provided at the worksession.

**RECOMMENDATION:** The City Manager recommends Council support for the bonus payment concept.

**ATTACHMENTS:** N/A

- Staff will be making a detailed presentation on this agenda item at the meeting.**
- Staff will provide brief comments and answer questions on this item at the meeting.**
- This is a routine procedural item and no presentation is planned for the meeting.**

*Councilmembers who have any detailed questions or would like to request additional information regarding this item are encouraged to contact the City Manager at their earliest convenience.*