



Colonial Heights City Council Meeting Agenda Item Executive Summary

City Council Meeting

MEETING TYPE: City Council Special Meeting

MEETING DATE: October 13, 2020

ITEM: ORDINANCE NO 20-29

DEPARTMENT: City Manager

PROPOSED ACTION: Approval of Ordinance No. 20-29 on First Reading for Awarding a Bonus to City Employees Not Included in the Hazard Pay Program.

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. City Council supported the bonus concept at the September 15 worksession. September 1, 2020 is the ending period for the second round of hazard pay. Staff proposes for the employee bonuses for those not included in the hazard pay program to be implemented for staff members employed on September 1, 2020 who are still employed at the time that Ordinance No. 20-29 is approved.

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. Estimated cost: \$90,000.

RECOMMENDATION: The City Manager recommends approval of Ordinance No. 20-29 on first reading.

ATTACHMENTS: ORDINANCE NO. 20-29

- 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.