



Colonial Heights City Council Meeting Agenda Item Executive Summary

City Council Meeting

MEETING TYPE: City Council Special Meeting

MEETING DATE: March 21, 2023

ITEM: Discussion Regarding Employee Bonus

DEPARTMENT: City Manager

PROPOSED ACTION: Staff discussion with City Council; City Council support to proceed.

BACKGROUND: The City Manager discussed the concept of an employee bonus (for those not part of the Public Safety pay plan) with City Council at the retreat. Based upon additional unappropriated fund balance available from FY 22-23 year-end, the City Manager recommends that a \$2,000 one-time bonus be provided to full-time employees who are not part of the Public Safety pay plan. If Council supports proceeding, an Ordinance will be prepared to authorize the bonus, and a budget amendment will also be prepared to appropriate the funding.

BUDGET/FINANCIAL IMPACT:

The estimated cost of the proposed bonus is approximately \$315,000.

Funding for this item was: included not included in the current-year budget N/A

RECOMMENDATION: Staff recommends Council support for the recommended bonus and Council direction to staff to proceed with the necessary ordinance and budget amendment.

ATTACHMENTS: None

- 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.