



## Takoma Park City Council Meeting – December 1, 2021 Agenda Item 2

### **Voting Session**

Ordinance Amending the Annual Budget in Order to Provide Additional Compensation to City Employees in Recognition of Their Efforts During the Last Year

### **Recommended Council Action**

Vote on adoption of the ordinance

### **Context with Key Issues**

City employees continue to deliver high quality services despite unprecedented challenges that arose over the past 12 months. The City recommends providing all employees with an end of year bonus in recognition of their dedication and continued efforts during the stressful and uncertain environment over the last year created by the COVID-19 pandemic. Under this ordinance, all employees employed by the City as of November 23, 2021 will receive a one-time payment of \$2,500. Payment of the one-time lump sum payment to employees who are covered by the City's collective bargaining agreements with the American Federation of State, County, and Municipal Employees, AFL-CIO, Council 67 and Local 3399 or the United Food & Commercial Workers International Union, Local 400, is contingent upon agreement with the respective unions. The timing of this ordinance is to allow Council approval of the budget appropriation increase (\$535,000) to fund the recommended bonuses in time for inclusion in employee paychecks prior to the end of the 2021 calendar year. The bonus is structured as a one-time lump sum payment to each employee. The City is also in the process of completing a wage and compensation study that will make future recommendations regarding City employee base compensation.

### **Council Priority**

An Engaged, Responsive & Service-oriented Government

### **Environmental Considerations**

There are no environmental impacts which would occur.

### **Fiscal Considerations**

The funds necessary to implement this bonus were not originally included in the FY22 budget. The FY22 budget will therefore be increased through a \$535,000 transfer from the unassigned fund balance to the City's General Fund.

### **Racial Equity Considerations**

The majority of Takoma Park staff identify as people of color. The recommended bonus will apply to all staff.

### **Attachments and Links**

NA

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