

Introduced by: Councilmember Searcy

First Reading: January 12, 2022

Second Reading: January 19, 2022

Effective Date: February 9, 2022

**CITY OF TAKOMA PARK, MARYLAND
ORDINANCE 2022-1**

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

WHEREAS, the City requires appropriate staffing in place to be effective in carrying out the City's priorities and services, and to attract, support, and retain a highly qualified workforce; and

WHEREAS, Council desires to recognize City employees for their efforts during the stressful moments and events associated with the uncertain environment that have existed during the last year by providing additional compensation; and

WHEREAS, on July 21, 2021, Council passed Resolutions 2021-24 and 2021-25 providing for a wage adjustment retroactive to July 1, 2021, in the amount of one and eight-tenths percent (1.8%) for all City of Takoma Park employees not affiliated with the American Federation of State, County, and Municipal Employees Local 3399; and

WHEREAS, on December 1, 2021, Council passed Ordinance No. 2021-52 providing for a two thousand five hundred (\$2,500) bonus to all City employees to be paid prior to the end of 2021, and

WHEREAS, pursuant to the City's collective bargaining agreements, negotiations led to memorialized understandings regarding Resolution No. 2021-24, Resolution No. 2021-25, Ordinance No. 2021-52, and the present Ordinance; and

WHEREAS, pursuant to Section 309 and Article VIII of the City Charter, the Council may amend the City's annual budget by Ordinance.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK MARYLAND, THAT:

Section 1. The Council confirms the approval and appropriation of the expenditure of one hundred three thousand five hundred dollars and zero cents (\$103,500.00) representing the one and eight-tenths percent (1.8%) wage scale grid increase approved in Resolution Nos. 2021-24 and 2021-25 which are both retroactive to July 1, 2021. The adjustment applies to all City of Takoma Park employees not

affiliated with the American Federation of State, County, and Municipal Employees Local 3399, is less deductions required by law, and is added to employees' base pay.

- Section 2.** The Council approves and appropriates the expenditure of seventy-nine thousand five hundred dollars and zero cents (\$79,500.00) representing a one and two-tenths percent (1.2%) wage scale grid increase retroactive to July 1, 2021. The adjustment shall apply to all City of Takoma Park employees, not affiliated with the American Federation of State, County, and Municipal Employees Local 3399. The wage adjustment shall be less deductions required by law and shall be added to employees' base pay.
- Section 3.** The Council approves and appropriates the expenditure of one hundred sixty-nine thousand five hundred dollars and zero cents (\$169,500.00) representing a three percent (3.0%) wage scale grid increase retroactive to July 1, 2021. The adjustment only applies to City of Takoma Park employees affiliated with the American Federation of State, County, and Municipal Employees Local 3399, is less deductions required by law, and is added to employees' base pay.
- Section 4.** The Council approves and appropriates the expenditure of two hundred seventy-two thousand dollars and zero cents (\$272,000.00) for a one-time lump sum payment in the amount of three thousand four hundred dollars and zero cents (\$3,400.00) to be made to eligible City of Takoma Park employees. To be eligible for the one-time lump sum payment, the employee must meet the criteria to be considered an essential worker under the American Rescue Plan Act, must have been hired before September 1, 2021, and still employed by the City as of December 10, 2021. Unless otherwise agreed to by the City pursuant to collective bargaining, eligibility determinations are made at the sole discretion of the City. The one-time lump sum payment shall be less deductions required by law and shall not be added to any employee's base pay.
- Section 5.** The City Manager is authorized and directed to transfer three hundred fifty-two thousand dollars and zero cents (\$352,000.00) from the Unassigned Fund balance to the City's General Fund for the purposes stated in Sections 1, 2, and 3 of this Ordinance.
- Section 6.** The City Manager is authorized and directed to transfer two hundred seventy-two thousand dollars and zero cents (\$272,000.00) from American Rescue Plan Act funds to the City's General Fund for the purposes stated in Section 4 of this Ordinance.
- Section 7.** The City Manager is authorized and directed to take all reasonable and lawful actions to implement this Ordinance.

Section 8. This Ordinance shall become effective upon the expiration of twenty (20) calendar days following its approval by the Council.

THIS ORDINANCE IS ADOPTED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND, THIS NINETEENTH DAY OF JANUARY, 2022, BY ROLL-CALL VOTE AS FOLLOWS:

AYE: Stewart, Kovar, Dyballa, Kostiuk, Seamens, Smith, Searcy

NAY: None

ABSENT: None

ABSTAIN: None