

**Caroline County
Board of Supervisors Agenda
Executive Summary**

Meeting Date: September 13, 2022

Title: Public Hearing – An Ordinance to Allow Payment of Bonuses to County Employees Pursuant to VA. Code § 15.2-1508, as Amended

(Check Mark)

<input type="checkbox"/> Consent	<input type="checkbox"/> Closed Meeting
<input type="checkbox"/> Action	<input checked="" type="checkbox"/> Public Hearing
<input type="checkbox"/> No Action (Information Only)	<input type="checkbox"/> Ordinance
<input type="checkbox"/> Resolution	<input type="checkbox"/> PowerPoint Presentation

Summary: At the direction of Chairman Underwood, staff placed discussion of the possible payment of a one-time bonus for County employees on the August 9, 2022 Board of Supervisors meeting agenda. As discussed on August 9, the Board will need to conduct a public hearing and adopt an ordinance as provided for in Va. Code § 15.2-1508 should it decide to move forward with providing employee bonuses.

If adopted, the ordinance would generally approve all such bonuses subject to the appropriation of funds by the Board. Thereafter, any future bonuses approved by the Board would be covered under the general ordinance without requiring another public hearing (again subject to the appropriation of the funds by the Board).

At the direction of the Board, staff advertised a public hearing on the proposed ordinance for the September 13 Board of Supervisors meeting.

Budget Impact: If approved, the bonus would apply to all full-time and part-time employees on the County Pay Plan.

Staff has identified the following options for the Board’s consideration:

Option #1

Provide \$1,000 one-time bonus for all full-time employees. Bonuses for part-time employees would be based on the hours worked per week on average and range from \$25

to \$822.84. Seven (7) employees would receive bonuses ranging from \$25 to \$50 based on their average hours worked per week.

Option #2

\$1,000 one-time bonus for full-time employees; \$500 for part-time employees

Option #3

\$1,000 one-time bonus for full-time and part-time employees

The cost of all three options is listed below:

Option 1:

86 Part Time	various	35,791.30	2,738.03	38,529.33	\$25.00 - \$822.84 (range)
230 Full Time	\$1,000	230,000.00	17,595.00	<u>247,595.00</u>	
				Total	<u><u>286,124.33</u></u>

Option 2:

86 Part Time	\$500	43,000.00	3,289.50	46,289.50	
230 Full Time	\$1,000	230,000.00	17,595.00	<u>247,595.00</u>	
				Total	<u><u>293,884.50</u></u>

Option 3:

86 Part Time	\$1,000	86,000.00	6,579.00	92,579.00	
230 Full Time	\$1,000	230,000.00	17,595.00	<u>247,595.00</u>	
				Total	<u><u>340,174.00</u></u>

Requested Action from Board of Supervisors: Under the Board’s adopted By-Laws and Rules of Procedure, Board members may again ask questions, offer amendments and debate the merits of the issue following the public hearing.

The Board may vote to adopt the proposed ordinance following the public hearing, unless the majority of Board members vote to place it under unfinished business for a third reading and action at a future Board meeting.

CAROLINE COUNTY BOARD OF SUPERVISORS

AN ORDINANCE TO ALLOW PAYMENT OF BONUSES TO COUNTY EMPLOYEES PURSUANT TO VA. CODE § 15.2-1508, as amended

WHEREAS, Va. Code § 15.2-1508 authorizes the Board of Supervisors of Caroline County (the “Board”) to provide for payment of monetary bonuses to County officers and employees upon authorization by ordinance; and

WHEREAS, the Board wishes to authorize the payment of monetary bonuses to County officers and employees in such amounts and under such terms and conditions as the Board may hereafter approve; and,

WHEREAS, upon public hearing, duly advertised, the Board has determined to adopt an ordinance to grant authorization to the Board to grant monetary bonuses to County officers and employees in such amounts and under such terms and conditions as the Board may hereafter approve as provided by § 15.2-1508 of the Code of Virginia.

NOW THEREFORE, BE IT ORDAINED, that pursuant to the provisions of § 15.2-1508 of the Code of Virginia, 1950, as amended, the Board may, at any time, approve, appropriate and pay monetary bonuses to Caroline County officers and employees in such amounts and under such terms and conditions as approved by the Board.

ADOPTED this ____ day of _____, 2022.

The undersigned hereby certifies that the foregoing is an accurate account of the vote taken at a duly convened meeting of the Caroline County Board of Supervisors on _____, 2022, at which meeting a quorum was present at the time the meeting was convened and at the time said vote was taken.

Supervisor	Aye	Nay
Reginald L. Underwood, Chairman		
Jeffrey S. Black, Vice-Chairman		
Jeffery M. Sili		
Floyd W. Thomas		
Clayton T. Forehand		
Nancy Long		

Clerk