

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES THAT THIS RESOLUTION HAS BEEN FORMALLY APPROVED BY THE BOARD OF SUPERVISORS ON _____ DATE _____ SCOTT COUNTY AUDITOR

R E S O L U T I O N

SCOTT COUNTY BOARD OF SUPERVISORS

June 23, 2022

APPROVING AN EMPLOYEE SPECIAL OCCASION BONUS PAYMENT
IN REWARD FOR SERVICE

WHEREAS, County staff have endured natural disasters, a pandemic and record high inflation in the past years;

WHEREAS, the County like most employers have endured increasing challenges based on the cost of labor, where wages are factored on market rather than inflation;

WHEREAS, the County implemented an extensive and revised compensation plan in July, 2019 addressing the market rate of positions;

WHEREAS, current world dynamics are difficult to factor into competitive salary impacts, along with benefit packages; and

WHEREAS, this past spring the County conducted an employee recognition survey and staff said they valued time off;

WHEREAS, in appreciation of continued dedicated service in unprecedented times the county wishes to recognize staff in the month of July, 2022 by awarding a one-time special occasion bonus payment on or about July 15, 2022.

NOW THEREFORE, BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

Section 1. That all regular full-time staff employed with the County on both July 1 and July 3, 2022 shall be eligible for a special occasion bonus payment. The

one-time payment shall be equivalent to one percent (1.0%) of annual base salary less customary payroll deductions. The bonus payment shall be calculated by multiplying the employee's hourly rate on July 1, 2022 by 20.80. (The annual base salary of a 1.0 FTE has historically been divided by 2080 to determine an hourly rate of pay and the calculation is not influenced by other historical pay or hours worked).

Section 2. That all regular part-time staff employed with the County on both July 1 and July 3, 2022 shall be eligible for a special occasion bonus payment. For regular part time staff the one-time payment shall be equivalent to one percent (1.0%) of the annual base salary percentage of their budgeted FTE level. The budgeted FTE level is set as a percentage of a full time employee or 0.XX FTE. The bonus payment shall be calculated by multiplying in the employee's hourly rate on July 1, 2022 by 20.80 by the employees budgeted FTE level or a minimum of \$150.00. [For example: hourly rate x (20.80 x budgeted FTE level) = bonus amount. Or if a .45 FTE employee at pay rate or \$16.63 an hour; then \$16.63 x (20.8 x .45) = \$155.66]

Section 3. That all employees employed with the County on both July 1 and July 3, 2022 with positions characterized as PRN (such as Bailiff, Detention Youth Counselor, Community Based Youth Counselor, Public Health Nurse or Correctional Health Nurse) who performed work in calendar year 2022 shall receive a \$150.00 special occasion bonus payment.

Section 4. The following positions are not entitled to a one-time special occasion bonus payment; an elected office holder, deputy elected office holder, seasonal employee, temporary employee, intern or pollworker.

Section 5. Any employee who is eligible pursuant to Human Resources Policy K to receive floating holidays shall receive the equivalent on one additional floating holiday to be used in fiscal year 2023. The floating holiday will be processed in the second payroll cycle in July. Per administrative policy floating holidays will not be paid out or carry over into the following fiscal year.

Section 6. The Human Resources Director and the Budget and Administrative Services Director shall calculate the one-time special occasion bonus payment and direct the Auditor in the application of this resolution. The estimated cost is \$400,000 and will be paid from the FY23 budget authority.

Section 7. This resolution shall take effect immediately.