

RESOLUTION NO. 2022-38
A RESOLUTION AUTHORIZING FUNDING FOR SUPPLEMENTAL
EMPLOYEE COMPENSATION THROUGH THE USE OF CORONAVIRUS
STATE AND LOCAL FISCAL RECOVERY FUNDS

WHEREAS, on July 19, 2021, City Council adopted Resolution 2021-30 authorizing receipt of the Coronavirus State and Local Fiscal Recovery Fund (SLFRF) allocation totaling \$11,871,089.22 from the State of South Carolina as appropriated by the American Rescue Plan Act of 2021; and

WHEREAS, The United States Department of Treasury Final Rule for the SLFRF City Council allows for direct, premium pay to City employees; and

WHEREAS, the United States Bureau of Labor Statistics calculated the National turnover rate for state and local government employees, excluding education to be 20.2% in 2021; and

WHEREAS, the City Council wishes to retain current employees to provide essential services to the citizens of North Augusta, as well as recruit qualified candidates for hard to fill positions; and

WHEREAS, expenditure of SLFRF funds are required to be approved by City Council via resolution; and

WHEREAS, a Supplemental Compensation Program is proposed which includes a one-time distribution of a \$1,750.00 supplemental compensation payment to all current full-time regular employees who are in good standing and are employed at the time this resolution is passed and includes those hired between the passage of this resolution and the distribution of the one-time payment; and

WHEREAS, the Supplemental Compensation Program also includes a one-time distribution of a \$250.00 supplemental compensation payment to all current part-time regular employees who are in good standing and are employed at the time this resolution is passed and includes those hired between the passage of this resolution and the distribution of the one-time payment; and

WHEREAS, the Supplemental Compensation Program one-time payment shall be distributed by September 30th, 2022; and

WHEREAS, seasonal and temporary employees, as well as volunteers, elected officials, judges, the City Administrator, Assistant City Administrator, and employees terminated before the distribution of the payment are not eligible to receive any supplemental compensation payment(s); and

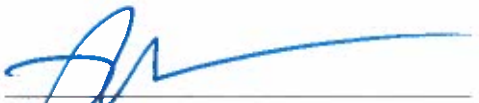
WHEREAS, employees currently in their new hire or other probationary period will have their one-time payment delayed until satisfactory completion of their probation requirements; and

WHEREAS, remaining funds after the one-time distribution from the total SLFRF allocation shall be utilized at the City Administrator's discretion for the purposes of future targeted and strategic recruitment and retention initiatives through December 31, 2024.

NOW THEREFORE, BE IT RESOLVED by the Mayor and City Council of the City of North Augusta, South Carolina, in a meeting duly assembled and by the authority thereof, that:

1. Expenditures not to exceed \$500,000 of SLFRF funds are approved for the purpose of implementing the Supplemental Compensation Program.
2. The City Administrator is authorized to use remaining funds not expended in the Supplemental Compensation Program for future recruitment and retention initiatives.

DONE, RATIFIED, AND ADOPTED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH AUGUSTA, SOUTH CAROLINA, ON THIS 15th DAY OF AUGUST, 2022.



Britton S. Williams
Mayor

ATTEST:



James S. Clifford
City Administrator


Sharon Lamar
City Clerk