

RESOLUTION 22-116

A RESOLUTION TO PROVIDE A RETENTION BONUS AND A TRAVEL SUBSIDY TO CITY OF SPRING HILL EMPLOYEES

WHEREAS, the rate of inflation in the United States is near 8.5%; and

WHEREAS, Sales tax for the City is coming in higher than previously expected, and

WHEREAS, and the cost of gasoline has topped \$4 per gallon and remained there for some time; and

WHEREAS, the average distance for an employee to commute is 24 miles one way; and

WHEREAS, City employees have worked with varying degrees of short-handedness causing each employee to have to do more than has previously been expected, and

WHEREAS, there is a high demand for quality employees and the desire to retain existing employees who are training and provide great value to citizens; and

NOW, THEREFORE BE IT RESOLVED, that the City of Spring Hill . Board of Mayor and Alderman do hereby authorize the following:

1. Each employee who has worked for the City for more than 1 year shall receive a bonus of \$1,500 after taxes and TCRS,
2. Each employee who worked for the city for more than 6 months but less than 1 year shall receive a bonus of \$750 after taxes and TCRS,
3. Each employee who does not receive a vehicle to use for daily commutes shall receive a gas subsidy of \$500 after taxes and TCRS, if such employee has been employed long than 6 months.
4. These payments shall be considered one-time bonuses based on the unique set of conditions present in the 2021-22 budget year,
5. This bonus is to be conveyed with the Board of Mayor and Aldermen's Thanks and Appreciation.
6. All Part-Time employees will receive a bonus equivalent to 40% of the FTE bonus pay, after taxes.

Passed and adopted by the Board of Mayor and Aldermen of the City of Spring Hill, Tennessee on the 6th day of June, 2022.

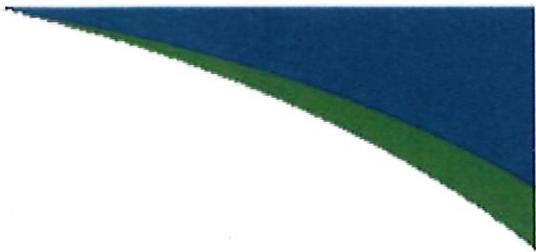

Jim Hagaman, Mayor

ATTEST:


April Goad, City Recorder

LEGAL FORM APPROVED:


Patrick Carter, City Attorney



STAFF MEMORANDUM

TO: Board of Mayor and Alderman
 FROM: Pamela S Caskie, City Administrator
 DATE: June 1, 2022
 RE: **Employee Retention Bonus**

This has been a very difficult for year for most of our employees. We gave them a 2.5% cost of living increase in July and costs have been running about 8.5%. Gas prices were \$3.03 per gallon on July 1, 2022. Today, gas prices are \$4.20 per gallon and have been for the last 3 – 4 months. Last October, we had over 25 positions vacant. Today, after hiring more than 34 employees, we have 31 vacancies.

Employees are receiving offers from a wide variety of employers. And while we cannot compete with the private sector employers hiring construction jobs, or with employers who are paying more and closer to home, we do need to say “Thank You” to our employees for their daily efforts at providing the Citizens of Spring Hill top notch services.

Other communities are offering bonuses and I would like to see the BOMA do the same thing. Currently Sales Tax collections are running about \$500,000 above budget and we still have 3 months of collection. I would request that we do a \$1,500 after tax bonus for employees that have worked for us for over 1 year and \$750 after taxes for employees who have worked more than 6 months and less than 1 year

I would also recommend that we provide employees who do not have a take home vehicle with a \$500 transportation Subsidy. The table at the right shows the cost of the bonus and the subsidy. This is well within what each fund can afford.

General	380,000
W/S	90,000
MS4	9,500
Total	479,500

It is my recommendation that this remuneration be printed on real checks and handed to each employee by the Mayor and I. The idea is for the employees to recognize the appreciation we have for them and the job they do.

