



## Consideration of a Bonus for PDC Staff

### Overview

The PDC budget began 2020-2021 with a \$19,494 surplus in our operating fund and an estimated \$722,305 in our reserves. Staff proposes that we use \$8,000 of our operating surplus on a one-time bonus of \$1,000 for each PDC employee.

We didn't provide a raise in July because we weren't sure what our FY 20-21 finances would look like when we approved the budget in May. Now, we're comfortable for this year that what we guessed in May is what we can expect. We have \$19,000 surplus in our operating funds we recommend using some of that to give staff a bonus.

### Background

We've heard from the Virginia Department of Rail and Public Transportation that our RideSolutions and VanPool funds will be reduced to the levels that we projected, but not lower for this year. We're not aware of any other program where our revenues are expected to be reduced. Therefore, we think that the budget we started with is still good.

Employees did not receive a raise or bonus on July 1, 2020. We did give employees a 1.5% raise on January 1, 2020 to help bring employees closer to market pay. We're continuing to refine our market analysis and will continue that discussion during the 2021-2022 budget process.

Several jurisdictions/organizations such as Amherst, Bedford, Campbell, Lynchburg and the Regional Jail have, or are hoping to, give employees raises or bonuses this year.

### Recommendation

Authorize a one-time payment to PDC employees of \$1,000 to be paid during the holiday season extending the Commission's appreciation for the work of staff on behalf of the Commission and the region.