

AGENDA ITEM
September 6, 2022

Subject: ARPA Retention Program

Department: Administration

This retention strategic is established to keep employees motivated and focused so they elect to remain employed and fully productive for the benefit of the citizens of the City of Nevada.

The employee retention program can play a vital role in both attracting and retaining key employees, as well as in reducing turnover and its related costs.

Manager Notes:

- This program is not an “after the fact” compensation or reward for past services, but a program for meeting future performance standards and goals.

BILL NO. 2022-070

ORDINANCE NO.

A SPECIAL ORDINANCE OF THE CITY OF NEVADA, MISSOURI AMENDING THE FISCAL 2022 BUDGET TO INCLUDE A RETENTION PROGRAM FOR ELIGIBLE WORKERS FROM THE AMERICAN RESCUE PLAN ACT.

WHEREAS, the American Rescue Plan Act of 2021 (ARPA) was signed into law by the President of the United States on March 11, 2021; and

WHEREAS, the City of Nevada is estimated to receive \$1,666,950.60 paid in two tranches of \$833,475.30 with the first payment received on August 27, 2021, and the second payment of \$833,475.30 received on August 18, 2022; and

WHEREAS, ARPA funds may be used to respond to workers performing essential work during the COVID-19 public health emergency by providing funds to employees that experienced pay cuts or furloughs, avoiding layoffs, and providing retention incentives

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF NEVADA, MISSOURI THAT:

Section 1. The American Rescue Plan Act (ARPA) fund balance shall reduce by not exceeding the amount of \$125,000.00 for the purpose of funding the retention pay program for eligible workers.

Section 2. To respond to workers performing essential work during the COVID-19 public health emergency, the following budget adjustments attached as Exhibit "A" are approved.

Section 3. The City Manager is hereby directed and authorized to adjust the amounts provided to full-time and part-time employees based on the hiring date.

Section 4. The City Treasurer is hereby directed and authorized to make the appropriate notations in the budget documents and transfer funds so as to reflect the above changes.

PASSED, APPROVED, and ADOPTED by the City Council of the City of Nevada, Missouri this _____ day of September 2022.

George Knox, Mayor

(seal)
ATTEST:

Stephanie M. Martin, City Clerk

Department	Salary	COL Salary	Variance	FICA	FICA Med	Medical	Dental	Vision	EAP	Life	LAGER	Work Comp	Total Benefit	Total Costs
City Clerk	1,000.00	1,000.00	0.00	62.00	14.50	0.00	0.00	0.00	0.00	0.00	0.00	3.18	79.68	1,079.68
Finance	500.00	500.00	0.00	31.00	7.25	0.00	0.00	0.00	0.00	0.00	0.00	1.59	39.84	539.84
City Treasurer	500.00	500.00	0.00	31.00	7.25	0.00	0.00	0.00	0.00	0.00	0.00	1.59	39.84	539.84
City Manager	750.00	750.00	0.00	46.50	10.88	0.00	0.00	0.00	0.00	0.00	0.00	2.38	59.76	809.76
HR	1,500.00	1,500.00	0.00	93.00	21.75	0.00	0.00	0.00	0.00	0.00	0.00	4.76	119.51	1,619.51
Admin	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Facilities	2,000.00	2,000.00	0.00	124.00	29.00	0.00	0.00	0.00	0.00	0.00	0.00	148.59	301.59	2,301.59
Legal	1,000.00	1,000.00	0.00	62.00	14.50	0.00	0.00	0.00	0.00	0.00	0.00	3.18	79.68	1,079.68
Municipal Court	3,500.00	3,500.00	0.00	217.00	50.75	0.00	0.00	0.00	0.00	0.00	0.00	11.11	278.86	3,778.86
Public Trans	1,500.00	1,500.00	0.00	93.00	21.75	0.00	0.00	0.00	0.00	0.00	0.00	197.55	312.30	1,812.30
Police	28,750.00	28,750.00	0.00	1,782.50	416.88	0.00	0.00	0.00	0.00	0.00	0.00	1,988.03	4,187.40	32,937.40
Animal Control	4,250.00	4,250.00	0.00	263.50	61.63	0.00	0.00	0.00	0.00	0.00	0.00	119.82	444.95	4,694.95
Fire	13,750.00	13,750.00	0.00	852.50	199.38	0.00	0.00	0.00	0.00	0.00	0.00	1,699.10	2,750.98	16,500.98
Building Inspections	900.00	900.00	0.00	55.80	13.05	0.00	0.00	0.00	0.00	0.00	0.00	66.41	135.26	1,035.26
GF Var: 0														
Streets	7,070.00	7,070.00	0.00	438.34	102.52	0.00	0.00	0.00	0.00	0.00	0.00	808.08	1,348.94	8,418.94
Streets Var: 0														
Community Center	3,500.00	3,500.00	0.00	217.00	50.75	0.00	0.00	0.00	0.00	0.00	0.00	112.84	380.59	3,880.59
Rec Programs	750.00	750.00	0.00	46.50	10.88	0.00	0.00	0.00	0.00	0.00	0.00	48.20	105.57	855.57
Grounds Maint	1,750.00	1,750.00	0.00	108.50	25.38	0.00	0.00	0.00	0.00	0.00	0.00	112.46	246.33	1,996.33
Twin Lakes Clubhouse	3,000.00	3,000.00	0.00	186.00	43.50	0.00	0.00	0.00	0.00	0.00	0.00	94.11	323.61	3,323.61
Parks Var: 0														
Sewer	10,525.00	10,525.00	0.00	652.55	152.61	0.00	0.00	0.00	0.00	0.00	0.00	800.19	1,605.35	12,130.35
Water	11,005.00	11,005.00	0.00	682.31	159.57	0.00	0.00	0.00	0.00	0.00	0.00	675.90	1,517.78	12,522.78
Water Treatment Plant	6,000.00	6,000.00	0.00	372.00	87.00	0.00	0.00	0.00	0.00	0.00	0.00	413.00	872.00	6,872.00
Wastewater Treatment I	2,500.00	2,500.00	0.00	155.00	36.25	0.00	0.00	0.00	0.00	0.00	0.00	153.99	345.24	2,845.24
S&W Var: 0														
<i>Total</i>	<i>106,000.00</i>	<i>106,000.00</i>	<i>0.00</i>	<i>6,572.00</i>	<i>1,537.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>7,466.04</i>	<i>15,575.04</i>	<i>121,575.04</i>
<i>Orig Total</i>	<i>127,575.00</i>	<i>127,575.00</i>	<i>-</i>	<i>7,909.65</i>	<i>1,849.84</i>	<i>0.00</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>8,807.50</i>	<i>18,566.99</i>	<i>146,141.99</i>
<i>Variance</i>	<i>21,575.00</i>	<i>21,575.00</i>	<i>0.000</i>	<i>1,337.65</i>	<i>312.84</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>1,341.46</i>	<i>2,991.95</i>	<i>24,566.95</i>

Salaries	Orig	New Calc	Difference
Gen. Fund	68,250.00	59,900.00	8,350.00
Streets Fund	7,485.00	7,070.00	415.00
Parks Fund	14,450.00	9,000.00	5,450.00
S&W Fund	37,390.00	30,030.00	7,360.00
TOTAL DIFF	127,575.00	106,000.00	21,575.00

Benefits	Orig	New Calc	Difference
Gen. Fund	10,068.23	8,829.63	1,238.60
Streets Fund	1,411.75	1,348.94	62.81
Parks Fund	1,723.63	1,056.10	667.53
S&W Fund	5,363.38	4,340.37	1,023.01
TOTAL DIFF	18,566.99	15,575.04	2,991.95

Original Salaries	127,575.00
Original Benefits	18,566.99
TOTAL	146,141.99

Gen Fund	68,729.63
Streets Fund	8,418.94
Parks Fund	10,056.10
S&W Fund	34,370.37
TOTAL	121,575.04

New Calc Salaries	106,000.00
New Calc Benefits	15,575.04
TOTAL	121,575.04

DIFFERENCE 24,566.95

Full-time Over 5 Years = \$1,500
 Full-time over 1 Year to 5 Years = \$1,000
 Full-time up to 1 Year = \$750

Part-time Over 6 Months = \$500
 Part-time up to 6 Months = \$250