



VILLAGE OF BISCAYNE PARK
Village Commission Agenda Report
REGULAR MEETING

Item # ____

TO: Honorable Members of the
Biscayne Park Village Commission

FROM: Rox Ross¹

DATE: September 8, 2020

TITLE: Recognition of BP Village Employees for Added Effort in Covid Times

Recommendation

Discussion and consensus to recognize BP Village Employees for added effort in delivering services during Covid Times.

Background and Fiscal Impact

Last month, at the urging of County Mayor Carlos Gimenez, pursuant to the County's plan of approved categories of CARES Act reimbursable expenditures, the Village approved a 1% Covid bonus pay increase for five (5) police officers who are members of the Police Benevolent Association collective bargaining agreement (the "PBA Hazard Pay"). The benefit will be payable retroactively to March 15 and through December 31, 2020. During the current fiscal year 2019-2020, the impact of this PBA Hazard Pay will be approximately \$2,088.00.

The PBA Hazard Pay does not apply to nine (9) police officers (Command and part-time employees). In addition to Police personnel, the Village currently employs: two (2) Administrative staff, one (1) full-time and three (3) part-time Recreation staff (one of these part-timers is currently assigned to assist Administration at Village Hall), and six (6) full-time Public Works/Roads staff – a total of 11 full-timers and 7 part-timers.²

¹ While I did initiate the topic, this issue was discussed, and supportive comments were expressed by a majority of the Commission during the Budget Workshops.

² The Village's current budgeted staff level is down one (1) part-time and five (5) full-time unfilled positions. The remaining personnel have been accepting added responsibilities as best as they can to continue to provide necessary municipal services under the added strain of Covid.

During the Budget Workshops, I proposed that, since the Village is expected to close the fiscal year “in the black” (with revenues exceeding expenditures by over half a million dollars),³ now is the opportunity to recognize ALL current Village Employees for their added effort in taking on additional tasks and delivering municipal services during stressful Covid Times. The expenditure would need to take place before September 30 to qualify for the current fiscal year. So, my proposal is for a one-time bonus to be paid to current non-PBA employees,⁴ on par with the PBA Hazard Pay, equal to 1% of base salary effective March 1, for the period March 15 – September 30. The fiscal impact of this bonus benefit to non-PBA employees will be approximately \$5,649 in the current year 2019-2020. This expenditure will have no impact in the new fiscal 2020-2021, when the Village anticipates experiencing reduced revenue, freezing of some potential employee benefits and capital improvements as discussed during the Budget Workshops.

Attachments

- Salary Calculations by Finance Department

³ The unaudited monthly financial statements through July, 2020, show that the Village is expected to close the fiscal year underbudget, with revenues outpacing expenditures at \$532,451. By operation of law, the excess revenue will revert the Village’s Unrestricted Fund Balance which at the start of the fiscal year was at \$1,152,571 (47.7% of budgeted expenditures for the current year).

⁴ BPA Police personnel will receive the benefit of PBA Hazard Pay already in place pursuant to the agreements approved by Commission.