

One-rdg. _____
P. Hrngs. _____
Pgs. 4
Filed 01-04-22

Sponsored by Hardinger

First Reading _____

Second Reading _____

COUNCIL BILL 2022-021

SPECIAL ORDINANCE _____

AN ORDINANCE

1 AUTHORIZING American Rescue Plan Act funds to be paid to eligible full time, non-union
2 employees within the Springfield-Greene County Health Department, the
3 Police Department, and the Fire Department for the purpose of employee
4 retention and adopting a payment schedule for such retention payments;
5 and amending the budget of the City in the amount of \$1,719,700 to
6 appropriate funds for said retention payments.
7
8

9 WHEREAS, on November 2, 2021, the Council ARPA Review Committee (“Committee”)
10 met and voted to recommend allocating a portion of the City’s ARPA funds to provide retention
11 pay for all full-time employees of the City’s Departments of Police, Fire, and Health over a three-
12 year period, with active employment being a prerequisite to receiving any single retention
13 payment during the three-year period; and
14

15 WHEREAS, on November 15, 2021, City Council approved a resolution expressing City
16 Council’s support for the Council ARPA Review Committee’s recommendation to provide up to
17 \$6,000 in retention pay over a three-year period to all full-time employees of the City’s
18 Departments of Police, Fire, and Health, with active employment being a prerequisite to
19 receiving any single retention payments during the three-year period; and authorizing the City
20 Manager and his designees to prepare an ordinance to seek formal City Council approval of
21 such retention payments; and
22

23 WHEREAS, after negotiation with the Exclusive Representatives of certain bargaining
24 units within the Police and Fire Departments, it was tentatively agreed that ARPA Retention
25 Payments would be paid to eligible bargaining unit members in three lump-sum payments with
26 one occurring in 2022, one in 2023, and the final in 2024; and
27

28 WHEREAS, in order to ensure a fair and uniform approach is applied to both union and
29 non-union eligible employees, it has been determined that eligible non-union employees should
30 also receive ARPA Retention Payments in the same manner as tentatively agreed to be
31 provided to eligible union employees.
32

33 NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF
34 SPRINGFIELD, MISSOURI, as follows, that:
35

36 Section 1 – City Council hereby authorizes American Rescue Plan Act funds to be paid
37 as follows:
38

- 39 a. All full-time, non-union employees within the Police Department, the Fire
40 Department, and the Springfield-Greene County Health Department who are full
41 time employees on February 13, 2022, shall receive a \$2,000 retention payment
42 included within the March 3, 2022, paycheck.
- 43 b. All full-time, non-union employees within the Police Department, the Fire
44 Department, and the Springfield-Greene County Health Department who are full
45 time employees on February 12, 2023, shall receive a \$2,000 retention payment
46 included within the March 2, 2023, paycheck.
- 47 c. All full-time, non-union employees within the Police Department, the Fire
48 Department, and the Springfield-Greene County Health Department who are full
49 time employees on February 11, 2024, shall receive a \$2,000 retention payment
50 included within the February 29, 2024, paycheck.
- 51 d. Notwithstanding the above, eligible employees who are on unpaid military leave
52 at the time of any of the eligible dates (February 13, 2022; February 12, 2023; or
53 February 11, 2024) may choose to receive their \$2,000 payment on the
54 respective paycheck set forth above (March 3, 2022; March 2, 2023; and
55 February 29, 2024) but in order to do so such employees must take some
56 amount of paid leave during the applicable pay period. If such employees do not
57 decide to take any paid leave during the applicable pay period, then the
58 respective retention payment will be made at the earlier of when the employee
59 returns from military service or the last paycheck of the calendar year that the
60 retention payment was earned in.

61
62 Section 2 – The funds for the above-described retention payments are derived solely
63 from American Rescue Plan Act funds that the City has received from the federal government.
64

65 Section 3 – The budget of the City of Springfield for Fiscal year 2022 is hereby amended
66 in the accounts and in the amounts shown on Budget Adjustment No. 046, a copy of which is
67 attached hereto and incorporated herein by reference as “Exhibit 1.”
68

69 Section 4 – City Council hereby finds that the budget adjustment made in Section 3 has
70 been recommended by the City Manager and the City Manager is hereby directed to cause the
71 appropriate accounting entries to be made in the books and records of the City.
72

73 Section 5 – This Ordinance shall be in full force and effect from and after passage.
74

75 Passed at meeting: _____
76

77 _____
78 Mayor
79

80 Attest: _____, City Clerk
81

82 Filed as Ordinance: _____
83

84 Approved as to form:  _____, Assistant City Attorney
85

86 Approved for Council action:  _____, City Manager
87
88

EXPLANATION TO COUNCIL BILL 2022 - 021

FILED: 01-04-22

ORIGINATING DEPARTMENT: Human Resources

PURPOSE: To approve American Rescue Plan Act (“ARPA”) annual retention payments for all, non-union, full-time employees, of the City’s Departments of Police, Fire and Health; and amending the Fiscal Year 2022 budget.

BACKGROUND: City employees continue to demonstrate significant dedication and resilience in delivering public services to the citizens of Springfield through challenging and uncertain times, given the crisis of the pandemic and its aftereffects. ARPA, a federal aid package passed by Congress, provides financial aid to those impacted by the pandemic. The City of Springfield will receive over \$40 million in ARPA funds, and those funds must be obligated by the end of 2024 and spent by the end of 2026. On November 2, 2021, the Council ARPA Review Committee (“Committee”) voted to recommend allocating a portion of the City’s ARPA funds to providing retention pay to all full-time employees of the City’s Departments of Police, Fire, and Health over a three-year period, with active employment being a prerequisite to receiving any single retention payment during the three-year period. Subsequently, City Council approved a resolution expressing Council’s support of the recommendation to provide up to \$6,000 in retention pay over a three-year period to all full-time employees of the City’s Departments of Police, Fire, and Health, with active employment being a prerequisite to receiving any single retention payments during the three-year period. The recommendation was that all full-time employees of the Departments of Police, Fire, and Health receive up to \$2,000 per year for three years. Based on this, Retention Pay lump sum payments will be made in the amount of \$2,000 each, to be earned annually by eligible employees on March 3, 2022, March 2, 2023, and February 29, 2024, respectively, with special provisions addressing employees on unpaid military leave at the time of the annual retention payments.

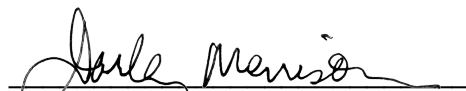
This proposed Council Bill does not provide for union employees in the above specified departments as those payments are outlined in the respective proposed Collective Bargaining Agreements.

BUDGET NOTES: All costs reflected herein are either included in the budget adjustment attached to the bill (Exhibit 1) for FY 2022, or included in available funding that exists in the adopted FY 2022 budget.

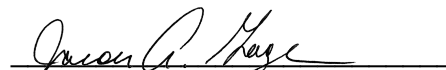
REMARKS: The recommendations and explanations contained herein are consistent with City Council's policies.

Submitted by:

Approved by:



Darla Morrison,
Director of Human Resources



Jason Gage,
City Manager

CITY OF SPRINGFIELD, MO
BUDGET ADJUSTMENT

Exhibit 1

Budget Adjustment
046

Revenues:

Fund	Dept	Org	Account	P&G	Location	Amount	Description
Net Revenue Adjustment						\$ -	

Expenditures:

Fund	Dept	Org	Account	P&G	Location	Amount	Description
22520	10	15020	500110	103132	00000	\$ 179,700	Salaries - Fire
22520	11	50010	500110	103132	00000	750,000	Salaries - Health
22520	18	97510	500110	103132	00000	790,000	Salaries - Police
Net Expenditure Adjustment						\$ 1,719,700	

Fund Balance Appropriation:

Fund	Title	Amount
22520	US Dept. of the Treasury Fund	\$ (1,719,700)

Explanation: To amend the FY2021-22 budget by appropriating the American Rescue Plan Act fund balance for non-union Health, Police, and Fire employees.

Requested By:

Arlene Morrison 1/6/22
Department Head Date

Approved By:

D.L. Hill 1/6/22
Director of Finance Date

Authorization:

Council Bill No. 2022-021
Ordinance No. _____
1st Reading _____
2nd Reading _____
Journal Imp No. _____

City Manager Date