



JACKSON COUNTY ADMINISTRATION

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To: Jackson County Board of Commissioners
From: Don Adams *D.A.*
Date: December 10, 2020
Subject: Proposed Mid-Year Funding Adjustments and Employee Bonuses

As everyone is aware, our community (along with the rest of the nation) has been battling the COVID-19 pandemic for the last year. There were unknown potential expense and revenue issues when the Board was considering the adoption of the current FY 20-21 budget. My recommended budget to the Board was conservative regarding the following areas:

1. Budgeted sales tax revenues were reduced by 2% from previous year's budgeted amounts.
2. The proposed Cost of Living Adjustment (COLA) to all County employees was not implemented.
3. Current expense funding to the Jackson County Public Schools was held level.
4. Funding to the Jackson County Libraries (Fontana) was held level.
5. Funding to Southwestern Community College was held level.

My budget message to the Board on May 26, 2020 recommended that these issues be revisited in January 2021 once a better understanding of sales tax impacts were known. There is enough information available at this time for the Board to revisit these issues.

It is proposed that the Board of Commissioners fund the following proposals:

1. Provide a COLA to all County employees.
2. Provide a one-time bonus to all public school certified teachers and other staff. In addition to this one-time bonus, it is recommended that the Board of Education develop a new teacher supplement program to be presented to the Board of Commissioners during the FY 21-22 budget process.
3. Provide an additional 2% funding increase to the Jackson County Libraries.
4. Provide an additional 2% funding increase to Southwestern Community College.

Since the above proposals will be for ongoing expenses beyond the current fiscal year, it is recommended that they be funded through increased sales tax revenues. See Attachment 2a for details.

It is also proposed that the Board consider providing a one-time bonus to all full-time and permanent part-time County employees. See Attachment 2b for details.

The intent of these proposals is to follow through with previous commitments and to attempt to recognize and reward employees for their work during these extraordinary times. The pandemic has caused County operations to transform and adapt in order to continue safe and effective services to our citizens. This includes direct and indirect operations. The continuous delivery of high quality service to our citizens is directly related to the excellence of our employees. I am sure that they will continue with their commitment to serve throughout the remainder of this pandemic and thereafter. I am truly appreciative of their service to our community.