



# TOWN OF FAIRFAX

## STAFF REPORT

### July 7, 2021

**TO:** Mayor and Town Council

**FROM:** Garrett Toy, Town Manager

**SUBJECT:** Notice of amendments to the resolution establishing wages and benefits for management, confidential, and part-time employees for the period of July 1, 2021 through June 30, 2022 (Note: no Council action will be taken)

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#### **RECOMMENDATION**

Receive notice of amendments to the resolution establishing wages and benefits for management, confidential, and part time employees for the period of July 1, 2021 through June 30, 2022.

#### **DISCUSSION**

In 2015, the Town Council, in response to the Grand Jury report on labor negotiations, stated that the Town would place final tentative employee agreements on two successive Town Council agendas - the first for notice of the agreement, the second for Council vote. This item reflects the first notice of amendments to the Management resolution.

The current Management Resolution expired on June 30, 2021. The new resolution is effective from July 1, 2021 through June 30, 2022. The length of the resolution (one year) is the same as the MOU's with the Police Officer's Association and SEIU (non-management). Managers are an unrepresented group.

Under the resolution, management (6) and part-time employees (5) will receive the following adjustments effective retroactive to July 1, 2021:

- Effective July 1, 2021: 2.5% COLA (cost of living adjustment)/salary adjustment.
- One-time payment of \$3,500 is in recognition of the hard work employees (meeting certain hourly thresholds) have done serving the community now and in the future.

Managers typically receive a lower COLA/salary adjustment than SEIU. The Town Manager will not receive any salary adjustment or one-time payment. The Council will consider the approval of the resolution at its August meeting.

#### **FISCAL IMPACT**

The total costs to the Town in FY21-22 is approximately \$65,000: \$28,000 for the 2.5% salary adjustment and \$37,000 for the one-time payments. The estimates include other associated costs such as Medicare, workers comp, and/or retirement.

#### **ATTACHMENT**

Resolution (to be distributed as a supplemental report)