

MOTION:

SECOND:

RE: AUTHORIZE THE EXECUTIVE DIRECTOR TO IMPLEMENT A TWO (2) PERCENT COST OF LIVING ADJUSTMENT TO POTOMAC AND RAPPAHANNOCK TRANSPORTATION COMMISSION OMNIRIDE EMPLOYEES

ACTION:

WHEREAS, the Potomac and Rappahannock Transportation (“PRTC” or “Commission”) desires to provide a two (2) percent cost of living adjustment (COLA) for PRTC OmniRide employees (employees) for FY 2021; and

WHEREAS, PRTC has remained financially stable during the coronavirus pandemic through a combination of federal funding for COVID-19 pandemic relief and internal cost savings, including service adjustments; and

WHEREAS, PRTC has continued to provide essential transportation services to the community throughout the COVID-19 pandemic; and

WHEREAS, PRTC employees did not receive a COLA in FY2021 despite the cost of living remaining equal or higher; and

WHEREAS, PRTC’s proposed FY2021 budget included a two (2) percent COLA for PRTC employees, however, it was removed from the budget at the outset of the COVID-19 pandemic prior to PRTC receiving any federal aid; and

WHEREAS, without a COLA PRTC’s publicly employed workforce will go 24 months without a compensation increase; and

WHEREAS, the two (2) percent COLA would be applied effective the first pay period after April 1, 2021 to employees’ base pay amount and become part of their base for the duration of the fiscal year (i.e. three (3) months); and

WHEREAS, PRTC also desires to apply a one (1)-time two (2) percent lump-sum retroactive COLA adjustment for PRTC employees for the period of July 1, 2020 to April 1, 2021 (estimated to account for payroll cycles). Existing payroll and Human Resource policy would be followed for making these payments; and

WHEREAS, the combined cost of these two (2) items is \$85,000, which will be paid from general Commission funds, and not COVID-19 relief funding; and

WHEREAS, wise decision-making and prudent internal fiscal management by PRTC during FY2021 has positioned PRTC to move forward on these items without impacting the approved FY 2021 or

proposed FY 2022 budgets, because revenues from the federal relief packages permit financial stability.

NOW, THEREFORE, BE IT RESOLVED that the Potomac and Rappahannock Transportation Commission does hereby authorize the Executive Director to implement a two (2) percent COLA for PRTC OmniRide employees.

BE IT FURTHER RESOLVED that the Commission does hereby authorize the Executive Director to provide a one (1)-time two (2) percent lump-sum retroactive COLA adjustment for PRTC OmniRide employees for the period of July 1, 2020 to April 1, 2021.

Votes:

Ayes:

Abstain:

Nays:

Absent from Vote:

Alternate Present Not Voting:

Absent from Meeting: