

RESOLUTION 2023 - 023

A RESOLUTION APPROVING THE FUNDING OF A CITY MATCH TO THE 401(A) PROGRAM; APPROVING THE FUNDING OF THE COST OF LIVING ADJUSTMENT FOR ALL CITY EMPLOYEES AT A RATE OF 2% AND APPROVING THE FUNDING OF CERTAIN HEALTH AND WELLNESS BENEFITS; PROVIDING FOR AN EFFECTIVE DATE; AND FOR OTHER PURPOSES.

WHEREAS the City of Powder Springs has as one of its foremost goals to retain and develop its talent by creating a positive environment that includes relevant training and development opportunities, recognition of employees, appropriate pay and benefits, performance management and accountability, regular communicating, work link to the City's mission and a focus on inclusion, equity, resources and employee well-being; and

WHEREAS during the budget development process, the City Manager recommended funding the City's 401(a) program and providing a cost-of-living adjustment mid-year if the revenues could support and sustain the additional expenses, and the Finance Director has evaluated the revenues and expenses and concurs that the recommended adjustments can be supported and sustained; and

WHEREAS the Finance Director has calculated the costs of the recommendation to be \$45,000 for the 401(a) contribution match and \$45,000 for the 2% cost-of-living adjustment; and

WHEREAS the employee engagement committee has calculated the cost of funding the recommended health and wellness program to be \$35,000 for membership with a gym or physical fitness program and a weight control program and \$5,000 for financial wellness education; and

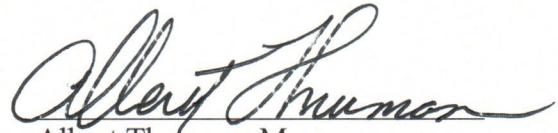
WHEREAS recognizing that making employees a priority to attract and retain the talent the City needs, the City has examined and desires to implement changes in vacation accrual levels, sick leave donations, health and wellness programs, and pay and benefits.

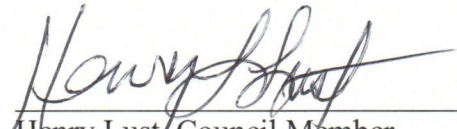
NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council for the City of Powder Springs that the City Manager is authorized to proceed with the recommended funding of the 401(a) program, the 2% cost of living adjustment and the health and wellness benefits in the first full pay period following council approval, on the condition that the 401(a) contribution match and the health and wellness benefit program funding is subject to budget availability as determined on an annual basis.

BE IT FURTHER RESOLVED that the Finance Director is authorized to prepare the budget amendments for fiscal year 2023 to reflect the approvals provided in this resolution.

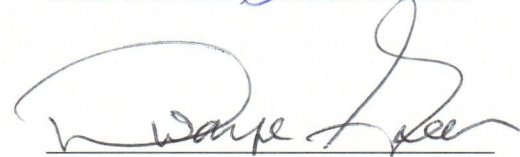
SO RESOLVED this 17th day of January. This resolution shall be effective immediately upon adoption.

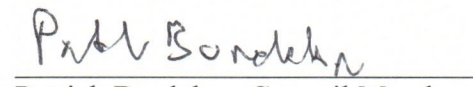
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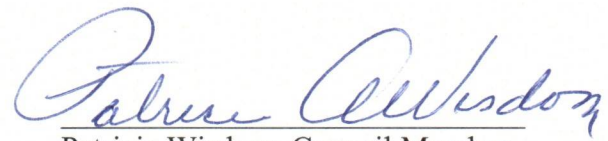

Albert Thurman, Mayor

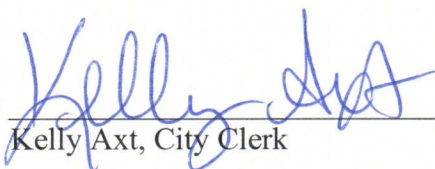

Henry Lust, Council Member


Doris Dawkins, Council Member


Dwayne Green, Council Member


Patrick Bordelon, Council Member


Patricia Wisdom, Council Member

Attest: 
Kelly Axt, City Clerk