

RESOLUTION NO. 2024-139

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MARINA APPROVING A
ONE-TIME LUMP SUM PAYMENTS TO ELIGIBLE EMPLOYEES.

WHEREAS, the City currently has 99 Fulltime and 25 Part-Time employees; and,

WHEREAS, there are significant salary savings for FY24-25; and,

WHEREAS, the City and Council acknowledge the dedication and service from City Employees.

WHEREAS, based on discussions with the City's bargaining units and pursuant to Government Code section 3500, *et seq*, the City's recognition of employees' contributions would continue to foster harmonious labor relations and morale for the City's staff, as well as ensuring the continued recruitment and retention of qualified and competent City employees;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Marina does hereby:

1. Authorize a discretionary, non-pensionable one-time lump sum payment of \$1,000 for eligible full-time employees and a discretionary one-time lump sum payment of \$500 for eligible part-time employees.
2. Authorize the Finance Director to make the appropriate accounting and budgetary entries.

PASSED AND ADOPTED by the City Council of the City of Marina at a regular meeting duly held on the 17th day of December 2024 by the following vote:

AYES, COUNCIL MEMBERS: McAdams, McCarthy, Biala, Visscher, Delgado

NOES, COUNCIL MEMBERS: None

ABSENT, COUNCIL MEMBERS: None

ABSTAIN, COUNCIL MEMBERS: None

Bruce C. Delgado, Mayor

ATTEST:

Anita Sharp, Deputy City Clerk

December 17, 2024

Item No. **10f(4)**

Honorable Mayor and Members
of the Marina City Council

City Council Meeting of
December 17, 2024

**CITY COUNCIL CONSIDER ADOPTING RESOLUTION NO. 2024-
APPROVING ONE TIME LUMP SUM PAYMENTS TO ELIGIBLE EMPLOYEES**

REQUEST:

It is requested that the City Council:

1. Authorize a discretionary, non-pensionable one-time lump sum payment of \$1,000 for eligible full-time employees and a discretionary one-time lump sum payment of \$500 for eligible part-time employees.
2. Authorize the Finance Director to make the appropriate accounting and budgetary entries.

BACKGROUND:

The City and Council acknowledge the dedication and service from City Employees. Specifically, during the past year where there have been several executive changes, process updates and technological improvements, and with appreciation of staff exemplifying resiliency in responding to these changes.

ANALYSIS:

Staff is requesting that the City Council approve a discretionary, non-pensionable one-time lump sum payment for eligible employees. The payment recognizes the City's valued employees for their dedication and commitment, ensures the continued recruitment and retention of qualified and competent City employees, while also aligning with the goal of retaining and developing employees.

There are currently 99 full-time and 25 part-time eligible employees. The City has complied with its obligation to meet and confer in good faith under the Meyers-Milias-Brown Act in connection with the issuance of any approved payment to these employees.

FISCAL IMPACT:

There is no fiscal impact associated with this payment. The estimated \$111,500 needed to support this one-time lump sum payment will be funded through salary savings that took place in the first half of the fiscal year.

This request is submitted for City Council consideration and action.

Respectfully submitted,

REVIEWED/CONCUR:

Belinda Varela, Director,
Human Resources & Risk Management
City of Marina

Layne Long
City Manager
City of Marina