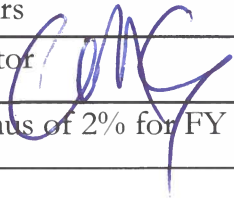


MEMORANDUM

TO:	Greene County Board of Supervisors
FROM:	Cathy Schafrik, County Administrator 
SUBJECT:	Administration of State funded bonus of 2% for FY 2026
DATE:	May 12, 2026

The FY 2026 Session of the General Assembly approved a 2% bonus for constitutional officers, and their full-time permanent Compensation Board funded deputies and employees **to be paid in FY 2026 (i.e. June 2026)**. The salaries set by the compensation board are lower (significantly lower in many cases) than the salaries which Greene County subsidizes so they can be competitive in the local job market. This means that even if the bonuses are paid only to the Comp Board funded positions, the county will have to subsidize those bonuses for the County funded portion of the salary to give a full 2% bonus. Another option would be to give the state funded bonus of 2% on just the state funded portion of the salary (which in some cases will be less than 1%).

While the state provides funding for the compensation board employees, there are positions working side by side these employees doing the same work. When half the office gets a bonus and the rest do not, there will be disruption in the workplace. Along those same lines, providing this one-time bonus to all employees would reinforce fairness and trust with employees as all employees have contributed to the Greene County's successful outcomes. Limiting recognition to a small group can unintentionally signal that some roles or efforts are less valued, which can negatively impact morale and trust. A universal bonus acknowledges that success is the result of collective effort.

Option 1: Only give the compensation board funded positions the 2% bonus.

- We anticipate funding of approximately \$45,716
- If the Board desires to make the bonus a true 2% of their actual salary, an additional \$17,621 of additional funding is required from the County General Fund.

Option 2: Give all employees in the constitutional offices a 2% bonus

- We anticipate funding of approximately \$45,716
- We will need an additional appropriation from the General Fund of approximately \$17,621 for the comp board funded employees to receive a full 2%, and \$49,621 for the non-comp board funded positions.

Option 3: Give all employees a 2% bonus

- We anticipate we will receive funding of approximately \$45,716
- We will need an additional appropriation of approximately \$17,621 for the comp board funded employees to receive a full 2%, \$49,621 for the non-comp board funded positions in the constitutional offices, \$23,941 for Social Services staff, and \$130,063 for the rest of the County employees.

Based on the instructions we have received from the state, ***it is not an option to forgo bonuses to the Comp Board employees.***