



Agenda

Fountain Inn, South Carolina
SPECIAL CALLED MEETING OF FOUNTAIN INN CITY COUNCIL

Monday, February 6, 2023 at 6:00 p.m.

Judicial Building, Council Chambers
300 Wall Street Fountain Inn, SC

Monday, February 6, 2023 - 6:00 PM

1. Call to Order - Mayor McLeer
2. Invocation and Pledge of Allegiance
3. Public Hearing on FY 2023 Municipal Budget amending the General Operating Fund and Capital Improvement Fund
4. Unfinished Business
 - a. Second and Final Reading of Ordinance 2023-2.
5. Adjourn



REQUEST FOR COUNCIL ACTION

City of Fountain Inn, South Carolina

To: Mayor and Members of City Council
From: Shawn M. Bell, City Administrator

February 6, 2023

Regular City Council Meeting

☐ Ordinance/First Reading ☒ Ordinance/Second Reading ☐ Resolution/First & Final Reading

Agenda Date Requested: February 6, 2023

Ordinance/Resolution Caption: An ordinance to update and amend the FY 2023 Budget for the City of Fountain Inn to account for appropriations made by City Council through the fiscal year.

Summary Background: Ordinance 2023-2 amends the FY2023 Budget to reflect appropriations described on Exhibit A. The budget amendment accounts for \$3.5 million in State earmark funds (Sanctified Hill Park, Main Street Streetscape, and Interstate Signage), as well as, \$274,949 in ARPA funds for the FIPD Recruitment & Retention proposal for a total increase in revenue and expenses in FY2023 of \$3,774,949.

Fountain Inn Police Department Recruitment & Retention Action Plan

To meet the demands and challenges presented by population growth in our City, we added four additional police officers to our roster in July 2022 for the current fiscal year (FY23). Due to the competitive market, attrition, and a myriad of law enforcement recruitment challenges facing communities today, the City currently has six police officer positions to fill.

Critical circumstances require immediate action. After in-depth discussions and market research conducted in the last few months, it has become clear our law enforcement salaries must be adjusted to become and remain competitive in South Carolina's Upstate. Most importantly, it is necessary to recognize, support and retain our current talented workforce.

FIPD and Human Resources continue to partner to innovate and refresh processes to facilitate a more effective and efficient recruitment process. However, we have been crippled by the swift and aggressive South Carolina Upstate market shift created by communities/agencies who are facing the same crisis and are adjusting faster than any other time in recent history.

To meet this demand, City Staff recommends implementing the following action plan:

1. Council approving Ordinance 2023-2, which will utilize **\$274,949** of the City's ARPA funds
2. The new entry level, non-certified hourly rate for police officers would be moved from \$15.25 an hour to \$19.00 an hour
3. All sworn officers would receive a **21% increase** to their current hourly rate for the pay period beginning January 15 (retroactive)
 - a. Chief and Asst. Chief would receive a 10% increase
4. \$30,000 allocation of the funds to be used to provide competitive hourly rates to attract certified officers with previous experience
5. An allocation of funds to increase dispatcher pay in March
 - a. Staff needs additional time to conduct market research for these positions
6. Review of all City employee salaries during FY24 with an updated Compensation Study (not currently funded)

Impact If Denied: The City will continue to struggle to fill its vacant police officer positions. In addition, the City risks losing our hardworking officers to other law enforcement agencies.

Impact If Approved: The City anticipates being able to fill its officer vacancies much quicker with both certified and entry level, non-certified officers. For the current FIPD officers, the proposed salary percentage increase certainly will be impactful and will demonstrate the City's commitment to retaining a quality police force.

Financial Impact: The FY23 Police Department salaries equate to \$1,735,953. If the FIPD Recruitment & Retention Action Plan is approved, the FY24 Police Department salaries (budgeted headcount remaining the same) are projected to be \$2,285,851, which is a projected increase of \$549,898.

**ORDINANCE
#2023-2**

**AN ORDINANCE TO UPDATE AND AMEND THE FY 2023 BUDGET FOR THE
CITY OF FOUNTAIN INN TO ACCOUNT FOR APPROPRIATIONS MADE BY
CITY COUNCIL THROUGH THE FISCAL YEAR.**

WHEREAS, The City of Fountain Inn adopted a budget for City operations for FY 2023;
and

WHEREAS, City staff has recommended and council has approved certain
appropriations throughout the year; and

WHEREAS, it is appropriate to adopt an amendatory ordinance to reflect those
appropriations;

**NOW THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE
CITY OF FOUNTAIN INN, SOUTH CAROLINA, AS FOLLOWS:**

The FY 2023 Budget for the City of Fountain Inn shall be amended as follows:

The FY 2023 Budget is amended to reflect the appropriations described on
Exhibit A and attached hereto and made a part hereof by reference.

FURTHER: The City Administrator, or his designee, is hereby authorized and directed
to make the changes required by this Ordinance to the FY 2023 budget.

SIGNATURE OF MAYOR

George Patrick McLeer, Jr.

ATTEST:

APPROVED AS TO FORM:

Elizabeth Adams
City Clerk

Michael Kozlarek
City Attorney

FIRST READING:
SECOND READING:

CITY OF FOUNTAIN INN
UPDATE BUDGET CHANGES

FY 2022-2023

PRINT ONLY

FY 2022-2023 Adopted

<u>ACCOUNT</u>	<u>DATE</u>	<u>CHANGE NUMBER</u>	<u>CURRENT BUDGET</u>	<u>BUDGET CHANGE</u>	<u>AMENDED BUDGET</u>
Revenue					
100					
100-410-311-023 STATE AID TO SUBDIVISIONS	2/1/2023	61320	244,110.00	3,500,000.00	3,744,110.00
Budget Amendment - State Earmark Funds					
100-410-900-131 TRANSFER IN - ARPA FUND	2/1/2023	61318	350,000.00	274,949.00	624,949.00
Budget Amendment - FIPD Recruitment and Retention					
Total for 100			594,110.00	3,774,949.00	4,369,059.00
120					
120-410-900-100 TRANSFER IN - GENERAL FUND	2/1/2023	61322	0.00	3,500,000.00	3,500,000.00
Budget Amendment - State Earmark Funds					
Total for 120			0.00	3,500,000.00	3,500,000.00
Total for Revenue			594,110.00	7,274,949.00	7,869,059.00
Expenditure					
100					
100-421-110-001 SALARIES - POLICE	2/1/2023	61319	1,735,953.00	274,940.00	2,010,893.00
Budget Amendment - FIPD Recruitment and Retention					
100-421-900-120 TRANSFER OUT - CAPITAL FUND	2/1/2023	61321	0.00	3,500,000.00	3,500,000.00
Budget Amendment - State Earmark Funds					
Total for 100			1,735,953.00	3,774,940.00	5,510,893.00
120					
120-410-880-002 MAIN STREET ENHANCEMENTS	2/1/2023	61325	2,000,000.00	1,000,000.00	3,000,000.00
Budget Amendment - State Earmark Funds					
120-451-860-000 SANCTIFIED HILL PARK RENOVATIONS	2/1/2023	61323	575,000.00	2,500,000.00	3,075,000.00
Budget Amendment - State Earmark Funds					
Total for 120			2,575,000.00	3,500,000.00	6,075,000.00
131					
131-410-900-100 TRANSFER OUT - GF	2/1/2023	61317	1,823,160.00	274,949.00	2,098,109.00
Budget Amendment - FIPD Recruitment and Retention					
Total for 131			1,823,160.00	274,949.00	2,098,109.00
Total for Expenditure			6,134,113.00	7,549,889.00	13,684,002.00
Grand Total			6,728,223.00	14,824,838.00	21,553,061.00