

Consider 2024-2025 Holiday Bonus for Active HCS Employees

Policy Reference: *Board Governance*, OE-4, “Personnel Administration,” pp. 29 and *Board Governance*, OE-5, “Financial Planning,” pp.31.

Background Information: At the request of a Board Member, information was shared on Friday, November 22, 2024 concerning a Holiday bonus for employees. The following five scenarios were shared. At the December 2, 2024 board meeting, a board member presented a request that the board approve a Holiday Bonus for all active HCS Employees. After discussion, Scenario 5 was selected as the option.

Scenarios: 2024-25 Holiday Bonus for Active HCS Employees

Scenario	Gross Pay Amount	Employee Net Pay	Cost to Implement
Scenario 1			
All Full-time Regular Employees	1,500.00	959.25	10,444,203.00
All Part-time Regular Employees	750.00	479.63	59,745.75
Positive Pay Employees	750.00	479.63	117,876.75
			10,621,825.50
Scenario 2			
All Full-time Regular Employees	1,250.00	799.38	8,703,502.50
All Part-time Regular Employees	625.00	399.69	49,788.13
Positive Pay Employees	625.00	399.69	98,230.63
			8,851,521.26
Scenario 3			
All Full-time Regular Employees	1,000.00	639.50	6,962,802.00
All Part-time Regular Employees	500.00	319.75	39,830.50
Positive Pay Employees	500.00	319.75	78,584.50
			7,081,217.00
Scenario 4			
All Full-time Regular Employees	1,563.72	1,000.00	10,887,872.74
All Part-time Regular Employees	781.84	500.00	62,282.16
Positive Pay Employees	781.84	500.00	122,881.01
			11,073,035.91
Scenario 5			
All Full-time Regular Employees	781.84	500.00	5,443,936.37
All Part-time Regular Employees	781.84	500.00	62,282.16
Positive Pay Employees	781.84	500.00	122,881.10
			5,629,099.63

The HCS board recommended Scenario 5 that would result in full-time, part-time, and positive pay employees to receive a net check of \$500.

Purpose: To provide funding for holiday bonus.

For additional information: Please contact Dustin Bishop at 843-488-6871 or by email at dbishop@horrycountyschools.net.

Recommended Action: It is recommended that the Board authorize the utilization of Unassigned General Fund-Fund Balance in the amount of \$5.7 million to fund a holiday bonus for all **eligible** regular full-time employees, all **eligible** regular part-time employees, and **eligible** positive pay employees.

Estimated Project Cost: \$5,629,099.00

Recurring: Non-recurring: X
Funding Sources: General Fund