

BUNCOMBE COUNTY COVID RECOVERY FUNDING

Project Spotlight



To promote a strong and equitable recovery from COVID-19 and its negative economic impacts, Buncombe County invested federal funds into projects like this one.

Project

Buncombe County Employee Retention Grant

Lead Organization



BUNCOMBE COUNTY
HUMAN RESOURCES

Award Amount

\$1,909,250 actual (originally awarded \$2,039,000)

Project Dates

September 2022 – August 2023

Impact Area

Public Sector Workforce: Other

How the Funds Were Used

Buncombe County supported public sector workforce capacity through its Buncombe County Employee Retention project. Retention of employees was critical to deliver the core services necessary to keep their communities healthy, safe and resilient. In response to high rates of turnover, Buncombe County provided retention bonuses as an incentive for employees to remain in their jobs. All County employees hired before July 1, 2022 were eligible. The one-time retention bonus was paid out in two equal installments, in fall 2022 and summer 2023. Employees making less than \$60,000 per year received a total of \$1,500. Those with annual salaries up to \$100,000 received \$1,000. Employees earning more than \$100,000 received \$500.

Results



1,563 employees received 1st round of bonuses



1,468 employees received 2nd round of bonuses



18% baseline employee turnover rate



14% employee turnover rate year two



"To say the least, the past few years have been rough as we navigated a global pandemic and are now in the midst of record-high inflation. Building, maintaining, and nurturing a highly skilled workforce is a top priority for me. The pandemic has changed our everyday life in so many ways, and it's not lost on me that times are challenging, and loyalty cannot be taken for granted."

-Avril Pinder, Buncombe County Manager

For a complete listing of Buncombe County's American Rescue Plan Act Coronavirus State and Local Fiscal Recovery Fund investments, visit www.buncombecounty.org/recoveryfunding