

Introduced by: Council Members Therrien, Bagwill and Rogers
Finance Committee Review: December 1, 2017
Introduced Date: December 4, 2017

RESOLUTION NO. 4817, AS AMENDED

**A RESOLUTION AUTHORIZING A RETENTION BONUS FOR DISPATCH
AND POLICE DEPARTMENT EMPLOYEES**

WHEREAS, the City of Fairbanks operates the Fairbanks Emergency Communications Center (FECC) and the Fairbanks Police Department (FPD), both providing services 24 hours a day, 365 days a year; and

WHEREAS, the FECC provides 9-1-1 call taking and emergency dispatching services for residents within the City of Fairbanks, City of North Pole, Fairbanks North Star Borough, Denali Borough, and Delta Junction community; and

WHEREAS, the Fairbanks Police Department is the agency having jurisdiction for all crimes reported in the City and provides law enforcement response for the City; and

WHEREAS, both FECC and FPD are currently encountering severe staffing shortages due to attrition, retirements, and difficulty in providing competitive pay and benefits, compelling employees to work extra hours in order to cover the work load requirements for response; and

WHEREAS, the workload of these departments has not decreased, meaning that existing staff have been required to do the work normally completed by a larger pool of employees; and

WHEREAS, public safety recruiting, hiring, and training is a challenging, expensive, and timely process. Trying to fill additional vacancies created by staff resignations or retirements threatens the operational readiness of both departments; and

WHEREAS, both FECC and FPD currently have FY2017 budget surpluses in Salaries and Benefits due to unfilled positions; and

WHEREAS, employees accepting the Retention Bonus must sign an agreement to remain employed with the City through ~~June 4~~December 31, 2018, to receive payment in December 2017; and

WHEREAS, the FECC Manager and Chief of Police recommend the City Council provide a onetime retention bonus out of FY2017 Salary and Benefits savings to help retain existing employees. The amounts paid are based on employee time in service of: 1-3 years \$1,300, 4-5 years \$2,300, and 6 or more years \$3,300.

NOW, THEREFORE, BE IT RESOLVED by the City Council that the Mayor or his designee is authorized to provide a retention bonus to all Dispatch and Police Department staff as follows: 1-3 years in service – \$1,300; 4-5 years in service – \$2,300; and 6 or more years in service – \$3,300. Employees accepting the Retention Bonus must sign an agreement to remain employed with the City through ~~June 4~~December 31, 2018, to receive payment in December 2017.

PASSED and APPROVED this 4th day of December 2017.



Jim Matherly, City Mayor

AYES: Bagwill, Therrien, Rogers, Matherly
NAYS: Pruhs, Cleworth
ABSENT: Huntington
APPROVED: December 4, 2017

ATTEST:



D. Danyielle Snider, CMC, City Clerk

APPROVED AS TO FORM:



Paul J. Ewers, City Attorney

CITY OF FAIRBANKS
FISCAL NOTE

I. REQUEST:

Ordinance or Resolution No: 4817

Abbreviated Title: RETENTION BONUS FOR FPD & DISPATCH EMPLOYEES

Department(s): POLICE AND DISPATCH

Does the adoption of this ordinance or resolution authorize:

1) additional costs beyond the current adopted budget Yes _____ No X

2) additional support or maintenance costs? Yes _____ No X

If yes, what is the estimate? _____

3) additional positions beyond the current adopted budget Yes _____ No X

If yes, how many positions? _____

If yes, type of positions? _____ (F - Full Time, P - Part Time, T - Temporary)

II. FINANCIAL DETAIL:

PROJECTS:	Equipment	Contracts	Personnel	Total
POLICE RETENTION BONUS+MEDICARE			\$103,885	\$103,885
DISPATCH RETENTION BONUS+MEDICARE			\$28,000	\$28,000
				\$0
				\$0
				\$0
				\$0
TOTAL	\$0	\$0	\$131,885	\$131,885

FUNDING SOURCE:	Equipment	Contracts	Personnel	Total
2017 POLICE SALARY SAVINGS-GENERAL FUND			-\$103,885	-\$103,885
2017 DISPATCH SALARY SAVINGS-GENERAL FUND			-\$28,000	-\$28,000
				\$0
TOTAL	\$0	\$0	-\$131,885	-\$131,885

As of November 15, 2017 there is a \$704,884 salary savings in the Police Department. If \$180,000 is reallocated to Public Works labor and \$90,000 is reallocated to Engineering labor in Budget Ordinance 6068, there is \$434,884 of Police salary savings available to cover the \$102,400 bonuses. While an additional \$1,485 in Medicare costs will result, the bonuses are exempt from PERS.

As of November 15, 2017 there is a \$215,138 Dispatch salary savings available to cover the \$27,600 bonuses. While an additional \$400 in Medicare costs will result, the bonuses are exempt from PERS.

Reviewed by Finance Department: Initial CGR Date 11/29/2017