

RESOLUTION NO. 5028

**A RESOLUTION AUTHORIZING THE CITY OF FAIRBANKS TO PROVIDE A
RETENTION BONUS TO FECC DISPATCH EMPLOYEES**

WHEREAS, the City of Fairbanks operates the Fairbanks Emergency Communications Center (FECC) which provides services 24 hours a day, 365 days a year; and

WHEREAS, FECC provides 911 call taking and emergency dispatching services for the residents within the City of Fairbanks, City of North Pole, Fairbanks North Star Borough, Denali Borough, Nenana, and the Delta Junction community; and

WHEREAS, FECC is currently encountering severe staffing shortages due to attrition, retirement, and difficulty rebuilding staffing levels after COVID-19, compelling employees to work extra hours to cover the workload requirements for response; and

WHEREAS, FECC workload 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 staffing resignations or requirements threatens the operational readiness of the department; and

WHEREAS, FECC currently has FY2022 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; and

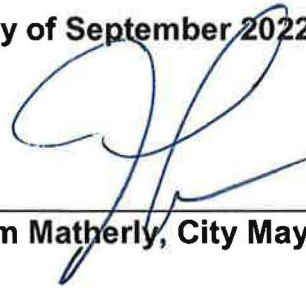
WHEREAS, the FECC Manager recommends the City Council provide a retention bonus not to exceed \$10,000 to retain employees that have completed call-taking phase by August 31, 2022; and

WHEREAS, employees can opt for a one-time \$10,000 payment with a one-year commitment until August 31, 2023 or \$5,000 payment with a six-month commitment until February 28, 2023.

NOW, THEREFORE, BE IT RESOLVED by the City Council that the Mayor or his designee is authorized to provide a retention bonus to FECC Dispatchers and Dispatch Shift Supervisors that have completed call-taking phase by August 31, 2022, for a one-year commitment in the amount of \$10,000 or a six-month commitment in the amount of \$5,000.

BE IT FURTHER RESOLVED that employees accepting the retention bonus must sign the Agreement (Attachment A) to receive payment in October 2022.

PASSED and APPROVED this 12th Day of September 2022.



Jim Matherly, City Mayor

YEAS: PASSED and APPROVED on the CONSENT AGENDA
NAYS: None
ABSENT Vacant Seat F
APPROVED: September 12, 2022

ATTEST:

APPROVED AS TO FORM:


D. Danyielle Snjder, MMC, City Clerk
Paul J. Ewers, City Attorney

CITY OF FAIRBANKS
FISCAL NOTE

I. REQUEST:

Ordinance or Resolution No: 5028

Abbreviated Title: FECC RETENTION BONUS

Department(s): FECC

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? see below

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:	TOTAL
SALARY & BENEFITS	\$ -
TOTAL	\$ -

FUNDING SOURCE:	TOTAL
GENERAL FUND	\$ -
TOTAL	\$ -

The city will use salary savings to provide a retention bonus to FECC Dispatchers and Dispatch Shift Supervisors that have completed call-taking phase by August 31, 2022 for a one-year commitment in the amount of \$10,000 or a six-month commitment in the amount of \$5,000. Employees accepting the retention bonus must sign an agreement to remain employed with the City through February 28, 2023 or August 31, 2023, to receive payment in October 2022. The department has eight employees that would qualify for this retention bonus.

Reviewed by Finance Department: Initial mb Date 9/1/2022

**Attachment A
to Resolution No. 5028**

AGREEMENT RE: 2022 RETENTION BONUS

I, _____, do hereby agree and confirm as follows:
(printed name)

1. I understand that my acceptance of the 2022 Retention Bonus is voluntary.
2. I understand that I will be awarded a one-time payment of \$_____.
3. I agree that upon acceptance of the authorized 2022 retention bonus, I will remain employed with the City of Fairbanks through August 31, 2023, for a payment of \$10,000.00 or February 28, 2023, for a payment of \$5000.00.
4. I agree that if I voluntarily leave the City of Fairbanks employment before my required commitment, I will reimburse the City of Fairbanks the pro-rated amount of the bonus.
5. I understand that if I retire or resign as a result of a reduction in force or a termination, other than for cause, I will be under no financial obligation to reimburse the City of Fairbanks.
6. I understand that any money which may be due the City of Fairbanks as a result of my failure to meet the terms of this agreement may be withheld from any monies owed me by the City or may be recovered by such other methods as are approved by law.
7. I understand that this agreement and my acceptance of this retention bonus do not commit the City of Fairbanks to continue my employment.

Employee Acknowledgement	
Employee Signature	Date
Department Head Signature	Date