

# CITY OF CONCORD

*In the year of our Lord two thousand and twenty-four*

**RESOLUTION** APPROPRIATING THE SUM OF FOUR HUNDRED THOUSAND DOLLARS (\$400,000) FOR WINTER OPERATIONS RETENTION PAYMENTS AND AUTHORIZING THE USE OF GENERAL FUND BALANCE IN THE SUM OF FOUR HUNDRED THOUSAND DOLLARS (\$400,000) FOR THIS PURPOSE

Page 1 of 2

**The City of Concord resolves as follows:**

**WHEREAS,** the General Services Department continues to experience reduced staffing levels for positions that require a Commercial Drivers License (CDL) due to employee resignations. With the current market, General Services is unable to effectively recruit candidates who hold a CDL; and

**WHEREAS,** in the Department's Highway and Utilities Division, which is responsible for executing the City's Winter Operations Policy, there are presently four Full-time and seven Temporary vacant positions that require a Commercial Driver's License (CDL) operator's license; and

**WHEREAS,** to mitigate the rapid and acute loss of critical staff, the department strongly recommends a winter three hundred dollars (\$300) stipend paid weekly to approximately 67 City full-time and temporary staff available and related to winter operations for city streets, sidewalks, and airport. These stipends will be provided to staff with CDLs addressing winter operations. Further, the department recommends a winter weekly stipend of one hundred fifty dollars (\$150) for approximately 15 staff members supporting the performance of winter operations (wingers); and

**WHEREAS,** to that end, the General Services Department requests the establishment of retention pay for all CDL holders and staff in direct support of Winter Operations, excluding the Director, Deputy Director, and Division Head positions, at an estimated cost of \$400,000 in Fiscal Year 2025; and

**WHEREAS,** the General Services Department requests the authorization to utilize General Fund balance to fund these retention efforts; and

**WHEREAS,** this appropriation is for a purpose for which funds are not included in the Fiscal Year 2025 adopted budget, therefore Section 37 of the City Charter requires a two-thirds vote of the City Council to approve this Resolution.

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Page 2 of 2

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Concord that:

- 1) The sum of .....\$400,000  
be and is hereby appropriated as follows:

General Fund

Wages and fringe benefits .....\$400,000

- 2) Revenue to meet said appropriation shall be provided from the following source:

General Fund

Unassigned General Fund Balance.....\$400,000

- 3) Sums as appropriated shall be expended under the direction of the City Manager.
- 4) This resolution shall take effect upon its passage.