

CITY OF CONCORD

In the year of our Lord two thousand and twenty-three

RESOLUTION APPROPRIATING THE SUM OF THREE HUNDRED EIGHTY-FIVE THOUSAND DOLLARS (\$385,000) FOR GENERAL SERVICES DEPARTMENT RETENTION PAYMENTS AND AUTHORIZING THE USE OF THREE HUNDRED EIGHTY-FIVE THOUSAND DOLLARS (\$385,000) IN UNASSIGNED FUND BALANCE FOR THIS PURPOSE

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The City of Concord resolves as follows:

WHEREAS, General Services has experienced a critical reduction in staffing levels due to employee resignations; and

WHEREAS, the Department has lost twelve employees through resignation for the past six months through October. The attrition rate due to resignations is more than three-fold over historical rates; and

WHEREAS, the Department's Highway and Utilities Division, which is responsible for executing the City's Winter Operations Policy, there are presently eleven 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 \$385,000 in Fiscal Year 2024; and

WHEREAS, this appropriation is for a purpose for which funds are not included in the Fiscal Year 2024 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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NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Concord that:

- 1) The sum of\$385,000
be and is hereby appropriated as follows:

General Fund

Wages and benefits\$385,000

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

General Fund

Unassigned Fund Balance\$385,000

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