

# CITY OF CONCORD

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

**RESOLUTION** APPROPRIATING THE SUM OF FIVE HUNDRED FIVE THOUSAND DOLLARS (\$505,000) FOR POLICE DEPARTMENT RETENTION PAYMENTS AND OVERTIME AND INCREASING THE AMOUNT TO RAISE IN TAXES IN THE AMOUNT OF FIVE HUNDRED FIVE THOUSAND DOLLARS (\$505,000) IN THE GENERAL FUND

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

**WHEREAS,** the Concord Police Department is experiencing a staggering level of employee turnover due to a combination of employee loss to other law enforcement organizations, ordinary retirements, and officers leaving the profession altogether; and

**WHEREAS,** Police Department Command Staff is seeking support to enhance employee retention, which will allow the Department to recover from its current staffing crisis; and

**WHEREAS,** to that end, the Police Department wishes to establish temporary retention pay for each sworn member of the Department, excluding the Chief of Police and Deputy Chief of Police positions, at an estimated cost of \$430,000 in Fiscal Year 2024; and

**WHEREAS,** the Police Department also wishes to temporarily adjust overtime compensation from time and a half (1.5X) to double time (2X) for all mandatory patrol overtime at an estimated cost of \$75,000 in Fiscal Year 2024; and

**WHEREAS,** funding for these options may be made available by increasing the amount to raise in taxes; and

**WHEREAS,** this appropriation is for a purpose for which funds were 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.

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

- 1) The sum of .....\$505,000  
be and is hereby appropriated as follows:

<u>General Fund</u>	
Wages.....	\$430,000
Overtime .....	<u>\$75,000</u>
Total	\$505,000

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

General Fund

Amount to Raise in Taxes.....\$505,000

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