

CITY OF CONCORD

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

RESOLUTION APPROPRIATING THE SUM OF FOUR HUNDRED FIVE THOUSAND DOLLARS (\$405,000) FOR POLICE DEPARTMENT RETENTION PAYMENTS FOR SWORN POLICE OFFICERS AND AUTHORIZING THE USE OF GENERAL FUND BALANCE OF FOUR HUNDRED FIVE THOUSAND DOLLARS (\$405,000)

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 \$405,000 in Fiscal Year 2025;

WHEREAS, there are sufficient funds available in General Fund unassigned fund balance

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

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

1) The sum of\$405,000
be and is hereby appropriated as follows:

General Fund
Compensation and Benefits\$405,000

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

General Fund
Use of fund balance\$405,000

3) Sums as appropriated shall be expended under the direction of the City Manager.

4) This resolution shall take effect upon its passage.