

CITY OF CONCORD

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

RESOLUTION APPROPRIATING THE SUM OF SIXTY SIX THOUSAND ONE HUNDRED NINETY DOLLARS (\$66,190) FOR CITY OVERTIME PAYMENTS TO COVER SHIFTS WHEN EARNED LEAVE IS USED AND USING FUND BALANCE IN THE AMOUNT OF SIXTY SIX THOUSAND ONE HUNDRED NINETY DOLLARS (\$66,190) FOR THIS PURPOSE

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The City of Concord resolves as follows:

- WHEREAS,** the City of Concord as an employer is experiencing an unprecedented level of employee turnover due to a combination of employee loss to the private sector, ordinary retirements, and employees going into self-employment; and
- WHEREAS,** City administration in partnership with the Recruitment and Retention committee is seeking support to enhance employee retention, which will allow the City to meet the service needs of the citizens of Concord,
- WHEREAS,** to that end, the City of Concord wishes to establish a temporary earned accrual leave bank, excluding non-contractual employees, at an estimated cost for public safety overtime in the amount of \$66,190 in Fiscal Year 2024 and \$198,570 in Fiscal Year 2025; and
- WHEREAS,** funding for these options may be made available fund balance; 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..... \$66,190
be and is hereby appropriated as follows:

General Fund

Overtime	\$66,190
Total	\$66,190

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

General Fund

Fund Balance	\$66,190
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- 3) Sums as appropriated shall be expended under the direction of the City Manager.
- 4) This resolution shall take effect upon its passage.