

CITY OF CONCORD

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

RESOLUTION APPROPRIATING THE SUM OF THIRTY-NINE THOUSAND TWO HUNDRED FIFTY DOLLARS (\$39,250.00) FOR PAID FAMILY MEDICAL LEAVE AND ELEVEN THOUSAND FIVE HUNDRED DOLLARS (\$11,500.00) FOR REFERRAL BONUSES AS NEW BENEFITS FOR CITY EMPLOYEES AND AUTHORIZING THE USE OF FIFTY THOUSAND SEVEN HUNDRED FIFTY DOLLARS (\$50,750.00) FROM GENERAL FUND UNASSIGNED FUND BALANCE FOR THIS PURPOSE

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The City of Concord resolves as follows:

WHEREAS, the City’s turnover rate has increased from 4% in 2019 to 17% in 2022; and

WHEREAS, “The Great Recession” has had a large impact on the City over the last couple years, with employees leaving the City for new jobs that, in some cases, offer better work-life balance, more flexibility, or the ability to work from home; and

WHEREAS, a new ad-hoc Recruitment and Retention Committee was formed in Spring 2022 to formulate ideas to attract and retain prospective and current employees; and

WHEREAS, the City wishes to offer employees Paid Family Medical Leave to remain competitive with other public and private sector employers, as well as a referral bonus to current employees who successfully refer someone to an open position within the City; and

WHEREAS, this appropriation is for a purpose for which funding was not included in the Fiscal Year 2023 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\$50,750.00
be and is hereby appropriated as follows:

<u>General Fund</u>	
Professional Services	\$39,250.00
Professional Development	\$9,000.00
Benefits	<u>\$2,500.00</u>
Total	\$50,750.00

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

General Fund
Use of Fund Balance\$50,750.00

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