

**Project title:** Retention Incentive Agreement – Everett Police Officers Association

**Council Bill #** *interoffice use*

**Agenda dates requested:**

12/22/2021

Briefing

Proposed action

Consent

Action 12/22/21

Ordinance

Public hearing

Yes  No

**Budget amendment:**

Yes  No

**PowerPoint presentation:**

Yes  No

**Attachments:**

Retention Incentive - EPOA

**Department(s) involved:**

HR, Police

**Contact person:**

Kandy Bartlett

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**Initialed by:**

*K.B.*

Department head

Administration

Council President

**Consideration:** Approve the memorandum of understanding with Everett Police Officers Association (EPOA) for a retention incentive.

**Project:** Retention Incentive (EPOA)

**Partner/Supplier :** Everett Police Officers Association (EPOA)

**Location:** None

**Preceding action:** None

**Fund:** 031

**Fiscal summary statement:**

The total retention incentive for EPOA members is \$449,738. The 2021 police budget carry forward will pay for the incentive; therefore, no new revenue or budget amendment will be necessary.

**Project summary statement:**

A one-time monetary incentive amounting to 2% of an employee’s base salary, for members meeting certain criteria. The incentive is intended to recognize and retain current police officers and police sergeants. Police departments are losing commissioned officers at an alarming rate – either to retirement, new career opportunities or to other departments, including out of state. Everett has had officers leave for work in other states and anticipates more separations next year. Due to stringent background requirements, finding qualified employees to fill these positions is extremely difficult, labor intensive and expensive. Retaining highly trained and experienced employees is a benefit to not only the department, but more importantly, the community.

**Recommendation (exact action requested of Council):**

Authorize the Mayor to sign the Retention Incentive Memorandum of Understanding with the Everett Police Officers Association.

City of Everett  
And  
Everett Police Officers Association

Police Officer Recognition and Retention Incentive Program

This Memorandum of Understanding entered into this \_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_, by and between the City of Everett (City), and the Everett Police Officers Association (EPOA).

Whereas, the City has experienced and is experiencing a shortage of Police Officers in its Police Department; and

Whereas, the City desires to maintain an adequate number of police officers to respond to calls for service and manage police department operations;

Whereas, the City has collectively lost more than 1,386 years of police experience since 2017; and

Whereas, the City recognizes the value in maintaining a highly trained and experienced workforce familiar with the Everett community and police department policies and procedures; and

Whereas, both the City and EPOA have a mutual desire to retain Police Officers and avoid the costly expenses associated with recruiting, hiring and training new police officers;

NOW, THEREFORE, for and in consideration of the covenants and agreements contained herein, the City and EPOA agree as follows:

1. To offer a one-time monetary retention incentive in the amount of 2 percent (2%) of an EPOA member's 2022 base salary, if the member was an employee on January 1, 2022;
2. For EPOA members hired after January 1, 2022, the 2 percent (2%) incentive will be calculated using a pro-ration of the member's 2022 base salary effective the 1<sup>st</sup> of the month following their date of hire in 2022;
3. The one-time monetary retention incentive includes only the base salary and does not include any overtime, specialty pay, or other payments made to the EPOA member;
4. The one-time monetary retention incentive will be paid only to EPOA members who are still employed with the Everett Police Department on December 1, 2022;
5. The one-time monetary retention incentive will be paid to a qualifying EPOA member in the last pay period of December, 2022;
6. In order for an EPOA member to be eligible for the one-time monetary incentive they must work a minimum of 1250 hours in the 2022 calendar year. This includes EPOA members who have expressed their intent to retire and are depleting their vacation, compensatory and/or holiday leave banks.

7. Experienced police officers and BLEA certified officers hired after January 1, 2022, are not eligible for the retention incentive.

**Memorandum of Understanding Term**

This Memorandum of Understanding shall become effective upon its signing and shall remain in full force and effect until December 31, 2022.

In Witness Whereof, the parties have executed this Memorandum of Understanding as of the date first above written.

CITY OF EVERETT

APPROVED AS TO FORM:

\_\_\_\_\_  
CASSIE FRANKLIN, MAYOR

\_\_\_\_\_  
CITY ATTORNEY

ATTEST:

EVERETT POLICE OFFICERS ASSOCIATION

\_\_\_\_\_  
CITY CLERK

  
\_\_\_\_\_  
RYAN HOGUE, PRESIDENT