

Project title: Retention Incentive – Everett Police Non-Represented Employees

City Council Agenda Item Cover Sheet

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:

None

Department(s) involved:

HR, Police

Contact person:

Kandy Bartlett

Phone number:

425.257.8706

Email:

kbartlett@everettwa.gov

Initialed by:

K.B.

Department head

Administration

Council President

Consideration: Approve the Mayor to provide a 2% retention incentive to Police non-represented employees.

Project: Retention Incentive for Police non-represented employees

Partner/Supplier :

Location: None

Preceding action: None

Fund: 031

Fiscal summary statement:

The total retention incentive for Police non-represented employees is \$25,591. 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 Everett Police Department non-represented employees. This incentive is to recognize police non-represented employees who have been working under challenging conditions and encourage them to remain employed at the Everett Police Department.

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 approve the retention incentive to non-represented city of Everett Police employees.