

Information Item

Date: August 15, 2023

To: Mayor, Mayor Pro Tempore, and Members of the City Council

From: Johnnie Taylor, Assistant City Manager
Dr. Marquis H. Barnett, Human Resources Director

Subject:
Information on Including Employees Hired Between January 1, 2023 and June 30, 2023 to the Retention Incentive Paid to City Employees in July 2023

Strategic Focus Area: Service Excellence

Strategic Objective: No

Strategic Plan Action Item: N/A

Key Work Item: N/A



In June 2023, the City Council approved a one-time financial incentive for City employees hired before January 1, 2023. At that meeting, Council asked staff to provide additional information on the impact of providing an incentive to those employees hired after January 1, 2023. That information is below.

- Full Time Employees – 180 (\$249,375)
- Part Time/Temporary Employees – 65 (\$85,800)

Staff recommends a revised incentive at half of the original rates (e.g. \$1,000 for employees making less than \$100,000 and \$500 for employees making more than \$100,000). The estimated financial impact of the aforementioned, including the employee benefits factor, will be approximately \$335,175.

