

Columbus Consolidated Government  
Council Meeting Agenda Item

<b>TO:</b>	Mayor and Councilors
<b>AGENDA SUBJECT:</b>	<b>Columbus Police Department Quarterly Retention Bonuses and Incentives for Calendar Year 2023</b>
<b>AGENDA SUMMARY:</b>	Approval is requested to provide \$1,500 quarterly retention bonuses for calendar year 2023 applicable to full-time Sworn Officers and full-time 911 Communications Technicians employed in the Columbus Police Department as well as relocation assistance up to \$3,000 and employee referral incentives of \$600 for employees in the Columbus Police Department.
<b>INITIATED BY:</b>	<b>City Manager's Office</b>

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**Recommendation:** Approval is requested to provide \$1,500 quarterly retention bonuses for calendar year 2023 applicable to full-time Sworn Officers and full-time 911 Communications Technicians employed in the Columbus Police Department as well as relocation assistance up to \$3,000 and employee referral incentives of \$600 for employees in the Columbus Police Department.

**Background and Analysis:** During FY2022, Council approved \$1,500 quarterly retention bonuses for all full-time sworn public safety personnel and full-time 911 Communications Technicians that was paid retroactively to October 1, 2021, but sunset upon implementation of the new Evergreen Pay Plan or December 31, 2022, whichever occurred first. Council approved the Evergreen Pay Plan with an effective date of November 12, 2022, thus discontinuing the quarterly retention bonuses as of that date. It has been determined that more time is needed to improve Police Officer/911 Technician recruitment and retention levels in the Police Department post implementation of the Evergreen Pay Plan. Therefore, new \$1,500 quarterly retention bonuses retroactive to January 1, 2023, for the Columbus Police Department is recommended.

Employees eligible for the \$1,500 retention bonus include all full-time Sworn Officers and all full-time 911 Communications Technicians who are actively employed in the Police Department on the last day of each quarter during calendar year 2023. The Sworn Public Safety Officer Relocation Expense Reimbursement would increase from up to \$1,000 to \$3,000 for only the Police Department to aid in recruitment of new Police Officers who are not currently located within 50 miles of Columbus. Implementation of an Employee Referral Program for the Police Department would also provide \$600 incentives to Sworn Officers who successfully recruit other new Police Officers.

**Financial Considerations:**

Fund Balance Reserves valued at approximately 5 days or \$2.9 million (including fringe benefits) will be used as the funding source.

**Legal Considerations:** Since the funding source for this bonus is Fund Balance Reserves, Council approval is required to provide the bonus/incentive payouts. Continuation beyond calendar year 2023 will be evaluated at a later date and is subject to fiscal conditions at the time of evaluation.

**Recommendation/Action:** Approve the provision of \$1,500 quarterly retention bonuses for calendar year 2023 applicable to full-time Sworn Officers and full-time 911 Communications Technicians employed in the Columbus Police Department as well as relocation assistance up to \$3,000 and employee referral incentives of \$600 for employees in the Columbus Police Department.

RESOLUTION

NO. \_\_\_\_\_

A RESOLUTION AUTHORIZING THE PROVISION OF \$1,500 QUARTERLY RETENTION BONUSES FOR CALENDAR YEAR 2023 APPLICABLE TO FULL-TIME SWORN OFFICERS AND FULL-TIME 911 COMMUNICATIONS TECHNICIANS EMPLOYED IN THE COLUMBUS POLICE DEPARTMENT.

**WHEREAS,** During FY2022, Council approved \$1,500 quarterly retention bonuses for all full-time sworn public safety personnel and full-time 911 Communications Technicians that sunset upon implementation of the new Evergreen Pay Plan or December 31, 2022, whichever occurred first; and

**WHEREAS,** the Evergreen Pay Plan with an effective date of November 12, 2022 which discontinued the quarterly retention bonuses as of that date; and

**WHEREAS,** it has been determined that more time is needed to improve Police Officer/911 Technician recruitment and retention levels in the Police Department post implementation of the Evergreen Pay Plan.

**NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:**

\$1,500 quarterly retention bonuses retroactive to January 1, 2023, for the Columbus Police Department will be provided during calendar year 2023. Eligible employees include all full-time sworn personnel and all full-time 911 Communications Technicians who are actively employed in the Police Department on the last day of each quarter during calendar year 2023, the Sworn Public Safety Officer Relocation Expense Reimbursement shall be increased from up to \$1,000 to \$3,000 for only the Police Department, and implementation of an Employee Referral Program for the Police Department that would provide \$600 incentives to Sworn Officers who successfully recruit other new Police Officers. Fund Balance Reserves will be used as funding

source for the bonus/incentive payouts. Therefore, continuation beyond calendar year 2023 will be evaluated at a later date and is subject to fiscal conditions at the time of evaluation.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 28<sup>th</sup> day of March 2023, and adopted at said meeting by the affirmative vote of \_\_\_\_\_ members of Council.

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Crabb voting	_____.
Councilor Cogle voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor House voting	_____.
Councilor Huff voting	_____.
Councilor Thomas voting	_____.
Councilor Tucker voting	_____.

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Sandra T. Davis, Clerk of Council

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B.H. "Skip" Henderson, Mayor