



CITY OF EVERMAN

212 North Race Street Everman, TX 76140

STAFF REPORT

AGENDA TITLE: Everman Police Department Retention Pay Proposal

MEETING DATE: 11/01/2022

PREPARED BY: C. W. Spencer

RECOMMENDED ACTION:

Approval

BACKGROUND INFORMATION:

The Everman Police Department is currently being faced with an unprecedented staffing shortage that has had a significant negative impact on the department and operations. This fiscal year, the Everman ISD approved three additional School Resource Officers. This created three vacancies within the department that we have not been able to fill. Additionally, one patrol officer has accepted a position with the Parker County Sheriff's Office. Another patrol officer is currently in the hiring phase with the Fort Worth Police Department, and a third has submitted notice that he is also applying with another agency. Nearly all law enforcement agencies in the DFW area are hiring right now, which makes the competition for recruitment that much more difficult. Administrative Staff is working diligently on this issue, however, in the meantime, the current patrol officers and supervisors have been carrying the burden.

Currently, we have several officers who are working 7-10 days straight before having a complete day off. We are spreading the workload as evenly as possible, however, this increased workload is detrimental to the morale of the department. Department morale is of paramount importance in the recruitment and retention of employees.

Staff is proposing the implementation of a one-time retention pay event for the Police Department. The purpose of these funds is to provide additional compensation to police department employees for their incredibly hard work during these difficult times. Staff believes that this proposal will assist with showing current employees that their efforts during this time are truly appreciated.

THE PROPOSAL:

Everman Police Department employees at the rank of Sergeant and below will receive a Retention Pay Compensation in the amount of \$3,000.00. This bonus will be paid in two equal payments occurring on November 15th, 2022 and December 15th, 2022. In order to qualify for the additional compensation, employees must meet the following criteria:

- A) Employed Full-Time by the City of Everman at the time the payments are distributed
- B) Not be under disciplinary suspension or disciplinary probation

C) Have not submitted a written notice of termination of employment

D) Employed prior to November 2, 2022 for payment #1

E) Employed prior to November 30, 2022 for payment #2

The total fiscal impact for this proposal is estimated to be \$43,500, however, this amount will be offset due to extensive salary savings that exist from the currently vacant positions.

FISCAL IMPACT:

None