

RESOLUTION NO. 2022-11-01

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF EVERMAN, TEXAS, AUTHORIZING THE IMPLEMENTATION OF A RETENTION COMPENSATION POLICY FOR THE EVERMAN POLICE DEPARTMENT TO REDUCE EMPLOYEE ATTRITION BY PROVIDING A BONUS TO QUALIFIED POLICE OFFICERS; PROVIDING FOR THE REPEAL OF ANY AND ALL RESOLUTIONS IN CONFLICT; PROVIDING A SEVERABILITY CLAUSE; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, it is in the best interest of the citizens of the City of Everman to have a fully staffed Police Department; and

WHEREAS, the Police Department is experiencing a chronic and significant staffing shortage which is placing great demands upon the current Everman Police Department personnel; and

WHEREAS, the Police Department seeks to be more competitive by offering a retention and stability bonus to qualified police officers; and

WHEREAS, in an effort to hire and retain qualified, dedicated, and dependable police personnel, the City Manager recommends implementing a Retention Compensation Policy that would provide a retention bonus under the terms set forth in the policy, attached hereto as Exhibit A; and

WHEREAS, the City Council finds it is in the best interest of the citizens of the City of Everman that a Retention Compensation Policy be implemented under the terms and conditions of the Policy attached hereto as Exhibit A;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF EVERMAN, TEXAS, THAT:

SECTION 1. The City Council hereby approves and authorizes the immediate implementation of the Retention Compensation Policy for the Everman Police Department attached hereto and incorporated herein by this reference as Exhibit "A" and specifically authorizes the City Manager to implement said policy by providing to the Police Department personnel identified in Exhibit "A" the November 15, 2022 and December 15, 2022 retention compensation payments) for which they qualify based on the following criteria:

1. Must be continuously employed full-time by the City of Everman, for the November 15, 2022 payment, since November 2, 2022 and, for the December 15, 2022 payment, since November 30, 2022;
2. Must not be under any disciplinary suspension or probation, for the November 15, 2022 payment, at any time from November 2, 2022 to November 15, 2022 and, for the December 15, 2022 payment, at any time from December 1, 2022 to December 15, 2022; and

3. Must not have submitted a written notice of termination of employment at any time prior to date of payment.

SECTION 2. All resolutions of the City of Everman heretofore adopted which are in conflict with the provisions of this resolution are hereby repealed and all resolutions of the City not in conflict with the provisions hereof shall remain in full force and effect.

SECTION 3. If any article, paragraph, subdivision, clause or provision of this resolution be adjudged invalid or held unconstitutional for any reason, such judgment or holding shall not affect the validity of this resolution as a whole or any part or provision thereof other than the part so declared to be invalid or unconstitutional.

SECTION 4. This resolution shall take effect immediately from and after its passage.

DULY RESOLVED AND ADOPTED by the City Council of the City of Everman, Texas, on the 1st day of November, 2022.

APPROVED:

Ray Richardson, Mayor

ATTEST:

Mindi Parks, City Secretary

APPROVED AS TO FORM:

Victoria W. Thomas, City Attorney
Hunter W. Mattocks, Asst. City Attorney
(102422vwtTM132044)

EXHIBIT "A"
[Retention Compensation Policy]