



BUSINESS OF THE CITY COUNCIL CITY OF SNOQUALMIE

AB22-158
November 14, 2022
Discussion

AGENDA BILL INFORMATION

TITLE:	Retention Bonuses for Eligible Employees	<input checked="" type="checkbox"/> Discussion Only
PROPOSED ACTION:	Approve Resolution (provided at later date) authorizing retention bonus payments to eligible employees employed as March 1, 2020 through November 30, 2022	<input type="checkbox"/> Action Needed: <input type="checkbox"/> Motion <input type="checkbox"/> Ordinance <input type="checkbox"/> Resolution

REVIEW:	Department Director/Peer	Jen Ferguson	11/3/2022
	Finance	Drew Bouta	11/3/2022
	Legal	Bob Sterbank	11/3/2022
	City Administrator	Mike Sauerwein	11/3/2022

DEPARTMENT:	Human Resources		
STAFF:	Jen Ferguson, Finance & HR Director		
COMMITTEE:	Finance & Administration	COMMITTEE DATE: November 8, 2022	
MEMBERS:	James Mayhew	Cara Christensen	Bryan Holloway
EXHIBITS:	1. None		

AMOUNT OF EXPENDITURE	\$ n/a
AMOUNT BUDGETED	\$ n/a
APPROPRIATION REQUESTED	\$ n/a

SUMMARY

INTRODUCTION

The purpose of this agenda bill is for Council consideration and approval of retention bonuses for eligible employees.

BACKGROUND

According to the AWC City Conditions Survey, Washington cities are struggling to fill vacancies, across all departments; as well as struggling with turn-over due to resignations and retirements. To minimize retention disasters cities are implementing telework programs, hiring bonuses, retention bonuses and adding in new benefits.

ANALYSIS

The City of Snoqualmie has, like other Washington cities, been impacted by vacancies and the ability to keep existing levels of service is at risk. The City has implemented some of the tools to retain employees such as telework program and hiring bonuses for eligible positions. The Administration has proposed fringe benefit improvements (See AB22-156) and included the costs/savings in the proposed 2023-2024 biennial budget.

The administration would also like the Council to consider retention bonuses for eligible employees.

BUDGET IMPACTS

Proposed retention bonuses would not exceed the 2021-2022 amended biennial budget appropriations.

PROPOSED ACTION

Approve Resolution (provided at later date) authorizing retention bonus payments to eligible employees employed as March 1, 2020 through November 30, 2022