

**RESOLUTION No. 02-03-2025-A A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF SONORA RESCINDING THE CITY'S EMERGENCY RECRUITMENT,
PASSED BY COUNCIL ON DECEMBER 18th, 2023, AND RETURNING TO THE
ORIGINAL PLAN, EFFECTIVE FEBRUARY 3RD, 2025.**

WHEREAS, the City Council previously established an Emergency Recruitment Incentive Plan, including higher sign-on bonuses; and

WHEREAS, the City Council has reviewed the effectiveness, financial impact, and continued necessity of the Emergency Recruitment Incentive Plan; and

WHEREAS, the City has successfully achieved its recruitment goals and the Police Department sworn positions are fully staffed for the first time in twenty+ years; and

WHEREAS, after evaluation, the City Council has determined that discontinuing the Emergency Recruitment Incentive Plan is in the best interest of the City due to budgetary considerations, evolving hiring needs, and/or the availability of alternative recruitment strategies; and

WHEREAS, the City Council desires to formally rescind the Emergency Recruitment Incentive Plan pass by Council on December 18, 2023, and return to the original incentives offered by the City, effective immediately;

NOW THEREFORE, BE IT RESOLVED, that the City Council of the City of Sonora as follows:

1. The Recruitment Incentive Plan, as previously established by City Council action on December 18, 2023, is hereby rescinded in its entirety and replaced by the original plan pass by Council on July 3rd, 2023, effective February 3rd, 2025.
2. **All existing obligations for annual retention bonuses or sign-on bonuses shall continue to be honored** in accordance with the original agreements under which they were granted.
3. The City Council reserves the right to **reassess and modify** recruitment incentives in the future if staffing needs change and financial resources allow.

PASSED, APPROVED AND ADOPTED as a Resolution by the Sonora City Council at a meeting held by the City Council on the 3rd day of February 2025, by the following vote:

AYES: _____

NOES: _____

ABSTAIN: _____

ABSENT: _____

Ann Segerstrom, Mayor

ATTEST: _____
Tracy Skelly, City Clerk, City of Sonora