
TO: Kate Thunstrom, City Administrator
FROM: Todd Schwieger, Police Chief
SUBJECT: Police Department Retention Incentive – Non Union
DATE: April 1, 2024

OVERVIEW:

During the 2023 legislative session the omnibus tax bill included \$210 million in one-time public safety aid. On December 26th, 2023 the aid was distributed to cities across the State of Minnesota. During the October 17th, 2023 Work Session staff discussed and made recommendations how the public safety aid would be allocated which included \$70,000 towards police department officer and all employee retention in the form of Retention Incentives. At the December 18th, 2023 City Council meeting, council approved Retention Incentives for police officers and sergeants through updates to their collective bargaining agreements. It's been realized that non-union police department staff were not included in this approval and staff is recommending a separate approval for non-union staff to receive Retention Incentives identical to the amounts that police officers and police sergeants will be receiving.

ACTION TO BE CONSIDERED:

City Council to approve police department non-union staff to receive a \$3,000 Retention Incentive lump sum who are in active payroll status on March 31st, 2024 and a second \$2,000 Retention Incentive lump sum to staff who are in active payroll status on September 30, 2024. For the purpose of this request, non-union staff to receive the Retention Incentives include the police department Administrative Assistant and Records Clerk.

BUDGET IMPLICATION:

Retention Incentives will have no impact on the police department operating budget. Retention Incentives are funded through the public safety aid received by the City.