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Filed: 11-09-21

Simpson, Hardinger,
Sponsored by: Lear and McGull

COUNCIL BILL 2021-285 RESOLUTION 10605

RESOLUTION

1 AFFIRMING City Council’s support for the Council American Rescue Plan Act
2 (ARPA) Review Committee’s recommendation for retention pay for all
3 full-time employees of the City’s Departments of Police, Fire, and
4 Health; and authorizing City staff to take all preliminary action
5 necessary to carry out the recommendation.
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7

8 WHEREAS, on November 2, 2021, the Council ARPA Review Committee
9 (“Committee”) met and voted to recommend allocating a portion of the City’s ARPA
10 funds to provide retention pay for all full-time employees of the City’s Departments of
11 Police, Fire, and Health over a three-year period, with active employment being a
12 prerequisite to receiving any single retention payment during the three-year period; and
13

14 WHEREAS, City Council supports the recommendation of the Committee and
15 wishes to authorize staff to take all preliminary actions necessary to carry out the
16 recommendation, such as negotiating with collective bargaining units that represent
17 some employees in the affected departments.
18

19 NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF
20 SPRINGFIELD, MISSOURI, as follows, that:
21

22 Section 1 – City Council affirms its support of the Committee’s recommendation
23 to provide up to \$6,000 in retention pay over a three-year period to all full-time
24 employees of the City’s Departments of Police, Fire, and Health, with active
25 employment being a prerequisite to receiving any single retention payments during the
26 three-year period. Such pay is anticipated to be provided as up to a \$2,000 lump sum
27 the first year and as equal payments each biweekly pay period in the second and third
28 year.
29

30 Section 2 – The City Manager and his designees are hereby authorized to take
31 all necessary action to prepare an ordinance or ordinances needed to seek formal City
32 Council approval of the Committee’s recommendation, including but not limited to
33 collective bargaining negotiation and preparation of contract addendums, and any other
34 steps necessary or helpful to accomplish the purpose of this Resolution.
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EXPLANATION TO COUNCIL BILL 2021 -285

FILED: 11-09-21

ORIGINATING DEPARTMENT: Law

PURPOSE: To affirm City Council's support for the Council ARPA Review Committee's recommendation for retention pay for all full-time employees of the City's Departments of Police, Fire, and Health; and authorizing City staff to take all preliminary action necessary to carry out the recommendation.

BACKGROUND INFORMATION: On November 2, 2021, the Council ARPA Review Committee ("Committee") voted to recommend allocating a portion of the City's ARPA funds to providing retention pay to all full-time employees of the City's Departments of Police, Fire, and Health over a three-year period, with active employment being a prerequisite to receiving any single retention payment during the three-year period. The recommendation is that all full-time employees of the Departments of Police, Fire, and Health receive up to \$2,000 per year for three years. The payment for the first year would be a lump sum of up to \$2,000 made to qualifying employees. The pay for the second and third years would be \$2,000 per year divided into equal parts and paid each biweekly pay period. New recruits in the police department would be eligible for a net total of \$2,000 per year which would be inclusive of other retention pay, if received.

Approval of this Council bill would not adopt the Committee's recommendation, but would authorize City staff to negotiate the proposed retention pay with the collective bargaining units that represent some police and fire department employees and to prepare an ordinance approving the recommendation for Council's consideration. If agreement is reached with the collective bargaining units, an ordinance approving the recommendation and any necessary amendments to collective bargaining agreements would be brought forward for City Council's approval. It is anticipated that if an agreement is reached by December 31, 2021, with the collective bargaining units that the first lump sum payment could be made no later than the first quarter of 2022.

Submitted by:

Approved by:


Rhonda Lewsader, City Attorney


Jason Gage, City Manager