

CITY OF REDMOND
RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY
OF REDMOND, TO PROVIDE A RETENTION BONUS FOR
NON-REPRESENTED EMPLOYEES

WHEREAS, there is a high demand for quality employees and the City of Redmond benefits from retaining existing employees who provide great value to the Redmond community; and

WHEREAS, the City of Redmond wishes to provide incentives for employees to remain with the city to use the experience they have gained in their roles and continue to provide the leadership they have shown during recent periods of high turnover and staffing challenges.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:

Section 1. Retention Bonus for "N" and "E" Pay Plans.

The city will provide a one-time retention bonus in the amount of \$2,400 for each regular and limited duration employee in the "N" Pay Plan (except Police Captains) and for Deputy Directors in the "E" Pay Plan. To be eligible, employees must be on payroll as of the approval date of this bonus by Council.

Section 2. Retention Bonus for Police Captains. The

city will provide a one-time retention bonus in the amount of

\$6,000 for each Police Captain on payroll as of the approval date of this bonus by Council.

Section 3. Administration. Receipt of the retention bonus payment by the employee is voluntary and contingent upon the employee signing a retention agreement acknowledging the following:

1. The retention bonus is a single payment that will not set precedent.

2. Payment will be made on the January 25, 2023 paycheck.

3. If the employee leaves city employment within one year from the date of payment, the employee will be required to repay the bonus via a prorated amount deducted from their final paycheck for each month they are no longer employed by City.

4. There will be no repayment due from the employee if the city separates from the employee through layoff, through no cause of the employee, or if the employee's limited duration assignment is ended by the city.

5. Full repayment by the employee will be required if the employee is separated for cause or failure to pass probation.

6. Part time employees receive a prorated bonus based upon FTE percentage.

Section 2. Effective Date. This resolution shall become effective January 1, 2023.

ADOPTED by the Redmond City Council this _____ day of
December, 2022.

CITY OF REDMOND

ANGELA BIRNEY, MAYOR

ATTEST:

CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

FILED WITH THE CITY CLERK:
PASSED BY THE CITY COUNCIL:
RESOLUTION NO.