



CITY OF FRANKLIN, NEW HAMPSHIRE

"The Three Rivers City"

316 Central Street
Franklin, NH 03235

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RESOLUTION #10-23

A Resolution Relating to a Supplemental Appropriation for Fiscal Year 2023.

In the year of our Lord, Two Thousand Twenty-Three,

WHEREAS, the City Council of the City of Franklin, New Hampshire adopted a budget for Fiscal Year 2023 which began July 1, 2022, **and**;

WHEREAS, the City Council of the City of Franklin, New Hampshire understands the challenges of the current labor market and the city department's challenges in hiring and retaining employees as a result, **and**;

WHEREAS, the City Council of the City of Franklin, New Hampshire understands the recent pay & classification study completed by Municipal Resources, Inc. shows that the City's wages are significantly under the wages of comparable communities, **and**;

WHEREAS, the City Council of the City of Franklin, New Hampshire wishes to show appreciation to city employees and facilitate the recruitment process for open positions prior to pay & class implementation decisions in upcoming budgets through a retention bonus program, **and**

WHEREAS, the City Council of the City of Franklin, New Hampshire recognizes the funding totaling \$280,825, for this one-time retention bonus is coming from unspent appropriations from unfilled positions, remaining American Rescue Plan Act monies and from one-time unanticipated revenues from State of New Hampshire and PRIMEX received in FY2023, **Now**,

THEREFORE, BE IT RESOLVED that at the scheduled meeting of the City Council on Monday, March 6, 2023 at 6pm the City Council of the City of Franklin, New Hampshire does hereby adopt resolution #10-23 authorizing a one-time retention bonus program for regularly scheduled city positions per the FY2023 position listing adopted with the FY2023 budget under the following guidelines:

Retention Bonus Rules:

One time retention bonus of \$2900 (1-9 years of service); \$3,150 (10-19 years of service); \$3,400 (20+ years of service) for FY2023 authorized position listing positions

Retention Bonus Earned after one year of employment; no proration of bonus for service under one year.

Current employees with one year of service or greater will receive bonus in paycheck following approval by the council.

Current employees with less than one year of service will receive bonus in paycheck following one year of service as long as they remain an active employee.

Open positions (as of council approval date) hired between approval date and June 30, 2023 will receive bonus in paycheck following one year of service as long as they remain an active employee.

And appropriating one-time unanticipated FY2023 revenue by authorizing an increase in FY2023 revenues:

Miscellaneous Revenue Acct. No. 01-0-000-35090-000 – One Hundred Thousand Two Hundred Sixty-Six dollars (\$100,266)

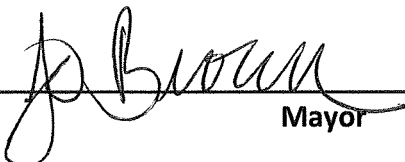
And an increase in FY2023 expenditure accounts,

Retention Bonus Acct No. 01-1-302-40131-000 - One Hundred Thousand Two Hundred Sixty-Six dollars (\$100,266),

By a roll call vote.

Roll Call:

Councilor Chandler	<u>yes</u>	Councilor Desrochers	<u>yes</u>	Councilor Webb	<u>yes</u>
Councilor Dzujna	<u>yes</u>	Councilor Blake	<u>yes</u>	Councilor Trudel	<u>yes</u>
Councilor Ribas	<u>yes</u>	Councilor Starkweather	<u>yes</u>	Councilor Zink	<u>no</u>

Approved: 
Mayor

Passed: March 6, 2023

I certify that said vote has not been amended or repealed and remain in full force and effect as of the date of this Certification and that Michelle Stanyan is the City Clerk for the City of Franklin, Franklin, New Hampshire.

A true copy, attested: 
City Clerk

Date: 03/06/2023