



CITY OF FRANKLIN, NEW HAMPSHIRE
"The Three Rivers City"

316 Central Street
Franklin, NH 03235

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RESOLUTION #11-24

A Resolution Relating to a Supplemental Appropriation for Fiscal Year 2024.

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 2024 which began July 1, 2023, **and;**

WHEREAS, the City Council of the City of Franklin, New Hampshire understands the particular challenges of the current labor market and national conversation; specifically, the police department's challenges in recruiting and retaining employees as a result, **and;**

WHEREAS, the City Council of the City of Franklin, New Hampshire wishes to be more competitive with other police department hiring practices in order to recruit and retain high quality employees for the police department, **and;**

WHEREAS, the City Council of the City of Franklin, New Hampshire wishes to implement a referral, retention and recruitment program for all current police department open and filled positions to give the recruitment efforts another "tool in the toolbox" for success, **and**

WHEREAS, the City Council of the City of Franklin, New Hampshire wishes to fund this program through the one-time, non-lapsing appropriation of \$413,412 from the City's accumulated fund balance, **Now,**

THEREFORE, BE IT RESOLVED that at the scheduled meeting of the City Council on Monday, December 4, 2023 at 6pm the City Council of the City of Franklin, New Hampshire does hereby adopt resolution #11-24 authorizing a one-time retention, recruitment and referral bonus program for police department positions under the following guidelines:

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| Bonus Rules: |
| One time retention bonus of \$10,000 for current full-time employees based on FY2024 authorized position listing positions once they have been employed for at least one year |
| One time retention bonus of \$2,500 for current part time officers with 8 hour per week average hours over the last 52 weeks |

One time recruitment bonus of \$20,000 for current open full-time positions to be paid as follows: \$10,000 upon hire, \$5,000 at the end of year 1, \$5,000 at the end of year 2 (the employee signs a 3-year contract upon hire requiring the payback of the bonus if they terminate employment within the contract period)

One time referral bonus of \$5,000 for any employee who refers an individual successfully to one of the full-time open positions to be paid as follows: \$2,500 upon hire, \$2,500 upon 1 year recruited employee's anniversary

Temporary increase in Field Training Officer pay to \$5 stipend for the training of the recruits to the current open positions

Must remain active employee for the duration of the period to be eligible for bonus - no proration of bonuses.

And authorizing the following non lapsing one-time appropriation:

An increase in FY2024 revenues:

Use of Fund Balance Acct. No. 01-0-000-39399-000 – Four Hundred Thirteen Thousand Four Hundred Twelve dollars (\$413,412)

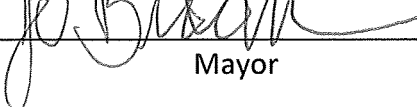
And an increase in FY2024 expenditure accounts,

Retention Bonus Acct No. 01-1-302-40131-000 - Four Hundred Thirteen Thousand Four Hundred Twelve dollars (\$413,412),

By a roll call vote.

Roll Call:

| | | | | | |
|--------------------|------------|------------------------|------------|----------------------|------------------|
| Councilor Chandler | <u>yes</u> | Councilor Webb | <u>yes</u> | Councilor Desrochers | <u>abstained</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>yes</u> |

Approved:  _____
Mayor

Passed: December 4, 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:

Michelle Stanyan

City Clerk

Date: 12/4/23