

ORDINANCE NO. 6102, AS AMENDED

**AN ORDINANCE ESTABLISHING AN INCENTIVE BONUS PROGRAM
WITHIN FAIRBANKS EMERGENCY COMMUNICATION CENTER
FOR RECRUITMENT AND HIRING**

WHEREAS, Fairbanks Emergency Communications Center currently has ~~four~~three dispatcher vacancies and anticipates significant impact on the department and the community; and

WHEREAS, it currently costs the City of Fairbanks a minimum of \$18,562 in salaries and benefits to support one employee through the Dispatch Academy, which does not include any additional training costs such as travel; and

WHEREAS, a one-time, sign-on bonus of \$15,000 for a lateral hire would help attract applicants and would constitute a significant cost savings to the City; and

WHEREAS, all lateral hire bonuses will be funded through savings from budgeted salaries as available.

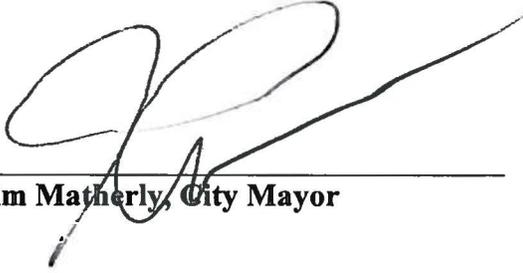
NOW, THEREFORE, BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF FAIRBANKS, ALASKA, as follows:

SECTION 1. An applicant who is a certified dispatcher in the IAED Protocols or is able to meet certifications required by established FECC standards will be paid a \$15,000 “sign-on bonus” in ~~their first paycheck following completion of the Dispatch Academy~~ **two installments. One payment, half of the “sign-on” bonus, will be paid the first paycheck after completing the Communications Training Program. The second payment of the remaining “sign-on” bonus will be paid on the first paycheck after completing the probation period,** subject to the payback provisions specified in the attached Sign-on Bonus Agreement.

SECTION 2. If an active ~~FECC~~**City of Fairbanks** employee recruits a new dispatcher (as defined in Section 1) who successfully completes the ~~hiring~~**training** process **and probationary period,** the employee will receive a recruitment bonus of \$5,000. **The City of Fairbanks employee will receive half of the recruitment bonus upon the employee completing the Communications Training Program. The second half of the bonus will be paid upon the employee completing the probation period.**

SECTION 3. The bonuses established in Sections 1 and 2 of this ordinance will be funded through savings from budgeted salaries as available. This program will sunset on December 31, 2020 unless extended by Resolution of the City Council.

SECTION 4. That the effective date of this Ordinance shall be the 1st day of May 2019.

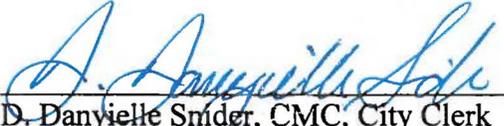


Jim Matherly, City Mayor

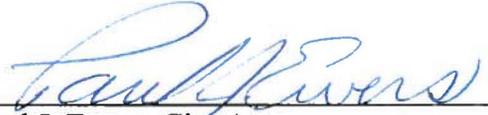
AYES: Pruhs, Therrien, Kun, Cleworth, Ottersten, Rogers
NAYS: None
ABSENT: None
ADOPTED: April 22, 2019

ATTEST:

APPROVED AS TO FORM:



D. Danyielle Snider, CMC, City Clerk



Paul J. Ewers, City Attorney

CITY OF FAIRBANKS
FISCAL NOTE

I. REQUEST:

Ordinance or Resolution No: 6102

Abbreviated Title: INCENTIVE BONUS FOR DISPATCH RECRUITMENT

Department(s): DISPATCH

Does the adoption of this ordinance or resolution authorize:

1) additional costs beyond the current adopted budget? Yes _____ No x

2) additional support or maintenance costs? Yes _____ No x

If yes, what is the estimate? see below

3) additional positions beyond the current adopted budget? Yes _____ No x

If yes, how many positions? _____

If yes, type of positions? _____ (F - Full Time, P - Part Time, T - Temporary)

II. FINANCIAL DETAIL:

EXPENDITURES:	2019	2020	2021	Total
				\$0
TOTAL	\$0	\$0	\$0	\$0

FUNDING SOURCE:	2019	2020	2021	Total
TOTAL	\$0	\$0	\$0	\$0

ALL BONUSES WILL BE PAID USING UNSPENT SALARIES AVAILABLE IN THE CURRENT DEPARTMENT BUDGET.

Reviewed by Finance Department: Initial CR Date 4/3/2019



Fairbanks Emergency Communications Center Sign-On Bonus Agreement

This agreement is made between the CITY OF FAIRBANKS (“the City”) and _____ (“Employee”).

WHEREAS, pursuant to Ordinance No. 6102, **as Amended**, the City is offering a sign-on bonus to a person who begins employment for the City Fairbanks Emergency Communications Center (FECC) for the first time as a DISPATCHER and who meets the City requirements as a Lateral-Hire Dispatcher; and

WHEREAS, in return for the bonus, the Employee agrees to the terms and conditions set out below.

The City and the Employee agree to the following terms.

1. The City agrees to pay upon the Employee \$15,000.00 as a Sign-on Bonus in return for the Employee accepting the City’s offer of employment. **Half of this** This amount shall be paid directly to the Employee on the Employee’s first paycheck following the completion of the **Communications Training Program Dispatch Academy**. **The second half of this amount shall be paid directly to the Employee on the Employee’s first paycheck following the completion of the probation period.**
2. The City will apply all required federal and state tax deductions and will report all payments made under this Agreement as required by federal and state law. Taxes shall be withheld as bonus earnings from the Sign-on Bonus and reported to the Internal Revenue Services as income on the Employee’s Form W-2. The Sign-on Bonus is not considered “salary” and shall not be included for purposes of retirement benefit calculations or salary increases.
3. The Department will adhere to all relevant City and Department policies during the hiring process and in making bonus payments to employees.
4. In return for accepting the Sign-on Bonus the Employee agrees to work for the Department, on a regular and full-time basis for at least three years beginning _____ and ending on _____. Should the Employee resign, quit, or be terminated for cause before the above stated ending date, the Employee shall repay a prorated amount of the Sign-on Bonus as provided for **in** the following paragraphs.
5. The Employee’s failure to remain employed by the Department for three years will trigger the Employee’s duty to repay, pro-rata, the amount paid by the Department pursuant to paragraph 1, above. (This amount may be more than the Employee received due to tax or other withholdings.) For example, if the Employee leaves one year prior to the end date, they will repay 12/36 of such amount. To facilitate this repayment, the Employee, by signing below, expressly gives **the** City a lien on all their salary, wages, and other sums payable to them by City. In addition, the Employee hereby authorizes **the** City to withhold all amounts so due from any sum payable to the Employee by the Department and City. The Employee also agrees that any tax consequences that result

from the repayment of the Sign-on Bonus or any portion thereof will be the sole and exclusive responsibility of the Employee.

6. If the Employee fails to remain employed by the Department for three years for reasons beyond their control (e.g. injury, illness or death), other than just cause termination, the Department may in its sole discretion waive all or part of the liability owed by the Employee. Any such waivers must be approved in writing by both the FECC Manager and the Mayor.
7. If any part of the Agreement is found to be invalid or unenforceable, the other parts shall remain valid and enforceable and Employee agrees, represents, and warrants that they will be held to any applicable repayment of the Sign-on Bonus.

BY SIGNING BELOW, the Employee certifies that they have not accepted a financial incentive for accepting employment at the City, other than as described in this Agreement.

IN WITNESS THEREOF:

FECC Dispatcher

Date

FECC Manager, Kristi Merideth

Date

Mayor, Jim Matherly

Date