

ORDINANCE NO. 6288, AS AMENDED

**AN ORDINANCE ESTABLISHING AN INCENTIVE BONUS
PROGRAM WITHIN THE FAIRBANKS PUBLIC WORKS
DEPARTMENT FOR RECRUITMENT AND RETENTION**

WHEREAS, Public Works employees are instrumental in keeping City streets and sidewalks clear, clean, and safe; and

WHEREAS, Public Works employees ensure the reliability and safety of police, fire, and City fleet vehicles; and

WHEREAS, Public Works is experiencing a staffing shortage due to attrition and difficulty in providing competitive pay and benefits; and

WHEREAS, attracting and retaining qualified, permanent Public Works employees is difficult due to all the competing local jobs offering significantly higher wages; and

WHEREAS, Public Works will have a budget surplus in salaries and benefits due to currently unfilled permanent positions; and

WHEREAS, it is recommended that the City Council establish a recruitment and retention bonus to all permanent Public Works employees based on years of service to help recruit and retain employees; and

WHEREAS, the proposed bonus includes \$3,000 for employees with 0-3 years of service, \$4,500 for 4-7 years of service, and \$6,000 for 8+ years of service, with a one-year commitment to remain employed by the City.

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

SECTION 1. An incentive bonus program for recruitment and retention within the Fairbanks Public Works Department is hereby approved for all full-time, permanent employees based on years of service to the City of Fairbanks (see Attachment B for details).

SECTION 2. The bonuses established in Section 1 may only be funded by salary savings from unfilled, budgeted positions, if available.

SECTION 3. Employees accepting the recruitment and retention bonus must sign an agreement (Attachment A) to receive payment.

SECTION 4. The bonus program created by this ordinance will **start on November 1**~~apply retroactively to July 1, 2024~~, and will sunset on December 31, 2024, unless extended by resolution of the City Council.

SECTION 5. This program will take the place of the ECIP for this year only.



For

David Pruhs, Mayor

AYES: Cleworth, Ringstad, Rogers, Sprinkle


NAYS: Marney

ABSTAIN: Tidwell

ADOPTED: August 12, 2024

ATTEST:

APPROVED AS TO FORM:



D. Danyielle Snider, MMC, City Clerk

Thomas A. Chard II, City Attorney

CITY OF FAIRBANKS
FISCAL NOTE

I. REQUEST:

Ordinance or Resolution No: 6288

Abbreviated Title: ORDINANCE ESTABLISHING PUBLIC WORKS BONUS

Department(s): PUBLIC WORKS

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:

PROJECTS:	TOTAL
SALARY & BENEFITS	\$ -
TOTAL	\$ -

FUNDING SOURCE:	TOTAL
GENERAL FUND [SALARY SAVINGS]	\$ -
TOTAL	\$ -

The city will use salary savings to provide a recruitment and retention bonus to Public Works full-time employees for a one-year commitment in the amount of \$3,000 (0-3 Years), \$4,500 (4-7 Years), and \$6,000 (8+ Years). Employees accepting the recruitment and retention bonus must sign an agreement. Based on current staffing, the recruitment and retention bonus will total \$153,000 and the department has salary savings of \$245,106.

Reviewed by Finance Department: Initial mb Date 7/16/2024

ORDINANCE NO. 6288, ATTACHMENT A
PUBLIC WORKS 2024 BONUS AGREEMENT

I, _____, do hereby agree and confirm as follows:
(printed name)

I understand that my acceptance of the bonus is voluntary.

I understand that I will be awarded a one-time payment of \$_____.

I agree that upon acceptance of the authorized bonus, I will remain employed with the City of Fairbanks for one year.

I agree that if I voluntarily leave City of Fairbanks employment before my required commitment is fulfilled, I will reimburse the City of Fairbanks the ~~pro-rated~~ amount of the bonus.

I understand I will be under no financial obligation to reimburse the City of Fairbanks because of a reduction in force or if my employment is terminated for any reason other than for cause.

I understand that any money due to the City of Fairbanks because of my failure to meet the terms of this agreement may be withheld from any monies owed to me by the City or may be recovered by such other methods as are approved by law.

I understand that this agreement and my acceptance of this bonus does not commit the City of Fairbanks to continue my employment.

I have had at least 48 consecutive hours to consider this agreement.

I have consulted with my own independent, trusted professionals to help guide my decision to the extent necessary to satisfy my needs.

I am entering into this agreement knowingly and free of any undue influence or duress (including economic duress).

Employee Acknowledgement	
Employee Signature	Date
Department Head Signature	Date

ORDINANCE NO. 6288, ATTACHMENT B

POSITION	YEARS	AMOUNT
CUSTODIAN	20	\$ 6,000
PW DISPATCHER	17	\$ 6,000
MECHANIC FOREMAN	17	\$ 6,000
OPERATOR LEAD	14	\$ 6,000
LABOR FOREMAN	12	\$ 6,000
PACKER DRIVER	12	\$ 6,000
LABOR LEAD	11	\$ 6,000
OPERATOR	9	\$ 6,000
ASSISTANT DISPATCHER	9	\$ 6,000
OPERATOR	9	\$ 6,000
FACILITIES MANAGER	8	\$ 6,000
SUPPLY SPEC/EXPEDITOR	7	\$ 4,500
MECHANIC LEAD	7	\$ 4,500
LABORER	6	\$ 4,500
PACKER DRIVER	6	\$ 4,500
FACILITIES LABORER	5	\$ 4,500
LABORER	4	\$ 4,500
WAREHOUSE RECORDS CONTROL	4	\$ 4,500
TRADES SPECIALISTS PLUMBER	4	\$ 4,500
MECHANIC	4	\$ 4,500
TRADES SPECIALISTS CARPENTER	4	\$ 4,500
LABORER	4	\$ 4,500
MECHANIC	4	\$ 4,500
OPERATOR	2	\$ 3,000
OPERATOR	2	\$ 3,000
LABORER	2	\$ 3,000
MECHANIC	2	\$ 3,000
OPERATOR	2	\$ 3,000
OPERATOR	1	\$ 3,000
INVENTORY SPECIALIST	1	\$ 3,000
LABORER	0	\$ 3,000
LABORER	0	\$ 3,000
MECHANIC	0	\$ 3,000
MECHANIC	0	\$ 3,000

\$ 153,000 TOTAL

\$ (245,106) YTD SAVINGS

\$ (92,106) BALANCE