

**CITY OF LEADVILLE, COLORADO
RESOLUTION NO. 11
SERIES OF 2024**

**A FURTHER RESOLUTION AUTHORIZING THE EXPENDITURE OF A PORTION OF THE
CITY'S AMERICAN RESCUE PLAN ACT FUNDS FOR EMPLOYEE RETENTION
INCENTIVES**

WHEREAS, at the City Council's goal setting session on April 26, 2022, the Council identified employee retention as one of its goals and stated that retaining a sustainable city team with the bandwidth to respond to citizen issues was a top priority; and

WHEREAS, the City of Leadville ("City") has a difficult time competing with employers in the region and this causes the community a problem because each of the City's departments are already critically lean; and

WHEREAS, these employee shortages are causing rapid burn-out and fatigue amongst City employees; and

WHEREAS, in order to address these issues, on May 5, 2022, the City Council passed Resolution 18, Series of 2022 which authorized committing \$264,000 of its federal American Rescue Plan Act Funds ("ARPA") over the course of three years for employee retention incentives; and

WHEREAS, the City has been allotted a total of \$720,871.00 in ARPA funds, and these funds must be committed by December 31, 2024 and spent by December 31, 2026; and

WHEREAS, employee retention incentives are an authorized use under the plan; and

WHEREAS, Resolution 18, Series of 2022 provided retention incentives for employees working for the City as of May 2022, it did not address retention incentives for employees employed after that date;

WHEREAS, during the deliberation on Resolution 18, Series of 2022, the City Council recognized this potential gap and decided to pass the Resolution and address the potential gap at a later date; and

WHEREAS, the City still has \$245,249.50 in uncommitted ARPA funds remaining;

WHEREAS, the City desires to add new and future new employees who meet the criteria to the employee retention incentives program;

WHEREAS, these retention incentives would be entirely additive to the employee's regular compensation, and the incentives are also narrowly tailored to the City's critical need for staff support throughout all City departments; and

WHEREAS, City Council desires to approve a portion of the City's ARPA funds for the payment of employee retention incentives as set forth in this Resolution.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Leadville, Colorado, as follows:

Section 1. The City Council hereby:

- (a) authorizes the expenditure of a portion of the city's American Rescue Plan Act Funds for employee retention incentives to include new and future new employees who meet the criteria; and
- (b) authorizes City staff to take all actions necessary to effectuate this action by City Council in accordance with the requirements of ARPA.

Section 2. This Resolution shall be effective upon its adoption.

ADOPTED this 6th day of February 2024 by a vote of 7 in favor, 0 against,
0 abstaining, and 0 absent.



CITY OF LEADVILLE, COLORADO:

Dana Greene
Dana Greene, Mayor

ATTEST:

Hannah Scheer
Hannah Scheer
City Clerk