

**CITY OF LEADVILLE, COLORADO
RESOLUTION NO. 18
SERIES OF 2022**

**A 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 for 2022 and stated that retaining a sustainable City team with the bandwidth to respond to citizen issues was a top priority; and

WHEREAS, currently, the City is at risk of losing a number of employees to other employers in the region; and

WHEREAS, this causes the community a problem because each of the City's departments are already critically lean. For example, the Police Department is currently down to one and a half sworn peace officers, the Streets Department has had at least one vacancy for many months, and the City's Administration Department (licensing, short-term rental compliance, permits, bill payment and budgeting, etc.) is operating below half-staff; and

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

WHEREAS, the City has a critical need to retain its current employees to get through this summer as well as to get through the summer of 2023; and

WHEREAS, the City needs to implement measures promptly to ensure employee retention this summer and into next year; and

WHEREAS, one such option is to offer employee retention incentives; and

WHEREAS, employee retention incentives are one way that the City is authorized to expend its federal American Rescue Plan Act Funds ("ARPA"); and

WHEREAS, the City has been allotted a total of seven hundred twenty-one thousand dollars (\$721,000.00) in ARPA funds, and these funds must be committed by 2024 and spent by 2026; and

WHEREAS, the City received the first half of its ARPA funds (\$360,500.00) on June 14, 2021; and

WHEREAS, to date, the City has committed \$170,970 of these funds to local organizations; and

WHEREAS, the City expects to receive the second half of the ARPA funds in June of this year; and

WHEREAS, the City has not budgeted or committed any of its ARPA funds other than the \$170,970; and

WHEREAS, use of a portion of the City's ARPA funds for employee retention creates no on-going or future costs for the City other than those specified for the employee retention incentives; and

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 to get through the coming busy summer seasons with multiple events and an increase in requests for permits (temporary use permits, excavation permits, etc.) and requests 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 in the amount of \$264,000.00 for employee retention incentives as outlined in the accompanying Employee Retention Incentives Spreadsheet - Option C; 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 3rd day of May 2022 by a vote of 7 in favor, 0 against,
0 abstaining, and 0 absent.

CITY OF LEADVILLE, COLORADO:



Greg Labbe, Mayor

ATTEST:



Deputy City Clerk

EMPLOYEE RETENTION INCENTIVE PROPOSAL - OPTION C

Employee Status	Number	First Installment Amount	Second Installment Amount	Third Installment Amount
		Must be in good standing with six months of continuous employment with the city as of 8/11/2022	Must be in good standing and have received a first installment and remain continuously employed by the city as of 8/11/2023	Must be in good standing and have received a first installment and remain continuously employed by the city as of 8/11/2024
Full Time:	36	\$2,000.00	\$2,000.00	\$3,000.00
			\$72,000.00	\$108,000.00
Part time 20 hours and over per week:	2	\$1,000.00	\$1,000.00	\$2,000.00
			\$2,000.00	\$4,000.00
Under 20 hours per week	2	\$500.00	\$500.00	\$1,000.00
			\$1,000.00	\$2,000.00
		First Installment Total:	Second Installment Total:	Third Installment Total:
		\$75,000.00	\$75,000.00	\$114,000.00

GRAND TOTAL:	\$264,000.00
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