

Olivehurst Public Utility District



Agenda Item

Meeting Date: June 16, 2022

Item description/summary:

Retention Bonus full time Career firefighter Based off Annual Operating budget surplus

- Bonus to be paid in December of each year.
- Give all current employee Base Bonus amount that have eight months of employment with OPUD as of December 2022.
- Have any new employees sign a two year contract to be considered for bonus.
- Employee wishes to leave before contract ends must pay bonus back to District.

Fiscal Analysis:

Retention Pay: Base amount plus longevity premium for year 2 to year 6. Capped at year 6 premium for years after.

Funding source: Annual operating budget surplus.

Base Budget year 2022-23

| | |
|--------------|---------|
| Firefighters | \$1,500 |
| Captains | \$2,000 |

| Year | Firefighter | Captain |
|------|-------------|---------|
| 1 | Base plus | - |
| 2 | Base plus | \$800 |
| 3 | Base plus | \$1,200 |
| 4 | Base plus | \$1,400 |
| 5 | Base plus | \$1,600 |
| 6 | Base plus | \$1,800 |

Employee Feedback

Sample Motion:

Consider approving staff to move forward with Retention Bonus Program starting December 2022 using fiscal analysis based off of annual operating budget surplus.

Prepared by:

Chief Randy York