

Agenda Item #7

Consideration of temporary increase to wages for the Grantsville City Police Department.

Premium Pay

We are proposing premium COVID pay of \$340.00/pay period for our officers. They have been an essential part of keeping our citizens safe during the COVID pandemic, often missing vacations and days off to help fill in when other officers have been exposed. They have worked directly with the public often putting themselves at risk. They do not have the option of performing their responsibilities from the safety of home. We would like to show our appreciation for everything they do to keep our town safe.

This will be a **temporary pay increase** using ARPA funds. In total it may not exceed \$25,000/employee or exceed 150% of the average pay for all occupations in the state. The City will be receiving \$1.4 million in ARPA funds; \$150,000 is being set aside for the police premium pay this budget year. This will require a **budget amendment** that we will bring forward in December. We would like the premium pay to start immediately.

We will create a wage and benefits analysis, to create a plan moving forward to help with officer retention.