

**MIDVALE CITY, UTAH**

**RESOLUTION NO. 2021-R-37**

**A RESOLUTION IDENTIFYING AND APPROVING THE IMPLEMENTATION OF  
EMPLOYEE RETENTION MEASURES**

**WHEREAS**, over the past year Midvale City has experienced a 33% staff turnover rate; and

**WHEREAS**, other cities are experiencing staff turnover and are taking measures to hire and retain employees; and

**WHEREAS**, Midvale City values the city employees and desires to retain our employees that have great institutional knowledge and experience; and

**WHEREAS**, the Mayor and Council feel it is in the best interest of the city to approve employee retention measures in order to continue to provide excellent service to the residents of Midvale City.

**NOW, THEREFORE, BE IT RESOLVED by the City Council of Midvale, Utah:**

**Section 1.** The Mayor and City Council desire to approve employee retention measures as follows:

- Two days of Personal Time Off (PTO) to be used no later than May 1, 2022. Employees must work with their department heads to schedule the time off.
- Employees who have been in their positions for at least four years will be moved to the mid-point of their pay range. This policy will take effect as of January 1, 2022, requiring a \$97,200 budget allocation for salary and benefits. Funds are available to implement this strategy due to personnel cost savings.
- POLICY – All full-time employees not operating under an employee performance improvement plan or other disciplinary proceedings shall achieve mid-point of their pay range within 4 years in a position.
- A \$1,000 retention bonus will be awarded to those employees who are fully employed with the city as of June 1, 2022. Only employees hired prior to this retention measure being approved by Council will be eligible for the retention bonus.
- Employees who are assigned to be on-call during a week where there is a holiday shall count the holiday as time worked for overtime purposes.

**Section 2.** This resolution shall take effect immediately.

**PASSED AND APPROVED** this 16<sup>th</sup> day of November 2021.



Robert M Hale, Mayor

Attest:

*Rori L. Andreason*

Rori L. Andreason, MMC  
City Recorder

**Vote by the City Council:**

**“Aye”**

**“Nay”**

Quinn Sperry

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Paul Glover

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Heidi Robinson

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Bryant Brown

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Dustin Gettel

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