

Memorandum
Human Resources Department

To: Todd Thompson, City Manager
Subject: Bonus Approval
Date: April 17, 2023



On January 9, 2023, all active sworn police employees were awarded a retention bonus in the amount of \$1,000. To promote equity and the retention and recognition of the critical workers of the City of Rock Island, a \$1,000 bonus is recommended for all other Rock Island staff members.

Eligible employees must have started full-time employment with the City of Rock Island by December 31, 2022. Eligible employees must also be employed at the time of the payroll disbursement to receive the bonus.

The proposed bonus award would be received by 267 full-time staff members. The overall cost of these awards is \$267,000. This award will be funded from the unallocated, unrestricted ARPA fund balance.

Recommendation: The Human Resources Department recommends that the City Council approve, for CY2023, the disbursement of one-time bonuses in the amount of \$1,000 to all active full-time employees other than those active, sworn police officers who received a bonus on January 9, 2023.

Submitted by: Rob Baugous, Human Resources Director