



## RESOLUTION NO. R-25-18

### A RESOLUTION AUTHORIZING A ONE-TIME RETENTION BONUS PAYMENT OF \$5,000 TO POLICE OFFICERS OF THE GARLAND POLICE DEPARTMENT, SUBJECT TO A RETENTION COMMITMENT

**WHEREAS**, the City of Garland recognizes the dedication, service, and critical role of its police officers in ensuring public safety and maintaining the well-being of the community; and

**WHEREAS**, the City Council desires to express appreciation for the police officers' exemplary service by providing a one-time retention bonus payment to encourage continued employment and retention; and

**WHEREAS**, the City has identified sufficient funds in the General Fund to support this one-time expenditure without requiring an amendment to the fiscal year 2025-2026 budget; and

**WHEREAS**, pursuant to Utah Code § 10-3-717, the City Council has the authority to authorize such administrative expenditures through resolution; and

**WHEREAS**, to promote long-term retention and protect the City's investment, the bonus shall be conditioned upon a commitment to continued service and include provisions for pro rata reimbursement if the commitment is not fulfilled;

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF GARLAND, UTAH**, as follows:

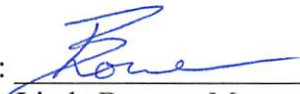
- 1. Authorization of Retention Bonus Payment:** The City Council hereby authorizes a one-time retention bonus payment of \$5,000 to each active, full-time sworn police officer of the Garland Police Department as of September 22, 2025, subject to the conditions set forth in this resolution.
- 2. Retention Commitment Requirement:** Acceptance of the bonus is conditioned upon the officer signing a retention agreement committing to remain employed in good standing with the Garland Police Department for a period of twelve (12) months from the date of bonus payment (the "Retention Period"). The retention agreement shall be prepared by the City Attorney and executed prior to disbursement of the bonus.
- 3. Reimbursement Provision:** If the officer voluntarily terminates employment or is terminated for cause during the Retention Period, the officer shall reimburse the City a portion of the bonus. The reimbursement amount shall be calculated as follows: If the officer remains employed for 0-4 months, reimbursement will be at 100%. If the officer remains in city employment for 5-8 months, reimbursement will be at 50%. And if the officer works for 9-12 months, reimbursement will be at 25% of the \$5,000 bonus payment. Reimbursement shall be due within thirty (30) days of separation and may be deducted from the officer's final paycheck or other amounts owed by the City, to the extent permitted by law. No reimbursement shall be required if the officer's employment

ends due to involuntary layoff, termination without cause, death, disability, mutual agreement, or any circumstance deemed excusable by the City.

4. **Funding Source:** The funds for this bonus shall be drawn from the General Fund Contingency, as identified in the fiscal year 2025-2026 budget.
5. **Administration:** The City Recorder and Finance Officer are directed to process the bonus payments in accordance with applicable payroll procedures, ensure compliance with state and federal tax regulations, and oversee the execution of retention agreements. The City Attorney is authorized to draft and enforce the retention agreements, as necessary.
6. **Effective Date:** This resolution shall take effect immediately upon passage.

**PASSED AND ADOPTED** by the Garland City Council on this 17 day of September, 2025.

**CITY OF GARLAND**

By:   
Linda Bourne, Mayor

**ATTEST:**

  
Kristal Edwards, City Recorder

**CITY COUNCIL VOTE:**

Jeanette Atkinson	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Absent
Sharla Nelson	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Absent
Tena Allen	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Absent
John Losee	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Absent
Josh Munns	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	Absent