

## Minnehaha County

January 25, 2022

TO: Minnehaha County Commissioners  
FROM: Carol Muller, Commission Administrative Officer  
RE: Consider Motions to Authorize 1) Retention Bonus and 2) Premium Pay

ACTION REQUESTED: 1) Retention Bonus for Qualifying Law Enforcement Hires Who Reach Milestone Anniversary Dates After April 15, 2022, and 2) Premium Pay for Employees in Recognition of their Role in Providing Essential Services During the COVID Pandemic

### Retention Bonus for Select Law Enforcement

We are requesting approval for a retention bonus program for select law enforcement positions of Correctional Officers, Corrections System Operators, Deputy Sheriffs, and Juvenile Correctional Officers. The retention bonus is in recognition of the challenges in recruiting and retaining these essential staff.

Under the program, new hires would be eligible to receive \$1,000 at 9 months, 18 months, 27 months, and 36 months of service, with good performance. Retention bonuses are an allowable expense under ARPA (American Rescue Plan Act).

If supported, any *newly hired* employee in the select law enforcement positions would be eligible to receive the retention bonus on the milestone dates of service listed above. Any *current employee* reaching these milestone dates after April 15, 2022, would also receive the retention bonus. Current employees would not, however, receive retention bonuses for any milestones reached earlier than April 15, 2022. Anyone hired after December 31, 2022 will not be eligible for the retention bonus unless extended by the Minnehaha County Board of Commissioners.

### Premium Pay

In recognition of Minnehaha County employees and the role they played in providing essential services during the COVID pandemic, and the opportunity to provide premium pay through ARPA we ask the Minnehaha County Board of Commissioners to authorize a discretionary, lump-sum payment as follows:

- Premium pay for the 24 months of service between March 2020 and February 2022, based upon employment status as of April 15, 2022.
- The premium pay value would be:
  1. In recognition of the significant contribution of law enforcement employees, \$100 per month of service for full-time employees in South Dakota Retirement Class B public safety eligible positions. The list of these positions is attached.
  2. All other full-time employees would receive \$75 per month of service.
  3. Variable hour or part-time staff would receive a prorated amount of the \$75 per month based on the percentage of a full-time equivalent employee.
- Employees must be employed by Minnehaha County as of April 15, 2022 to receive the lump-sum payment.



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The estimated total for premium pay is \$1.137 million. Elected officials would not receive premium pay. Chief Deputy Jeff Gromer and Human Resource Director Carey Deaver will both be present to answer questions you may have. Thank you for your review and consideration to support over 600 Minnehaha County employees who have diligently provided service to our residents during COVID.

Cc: