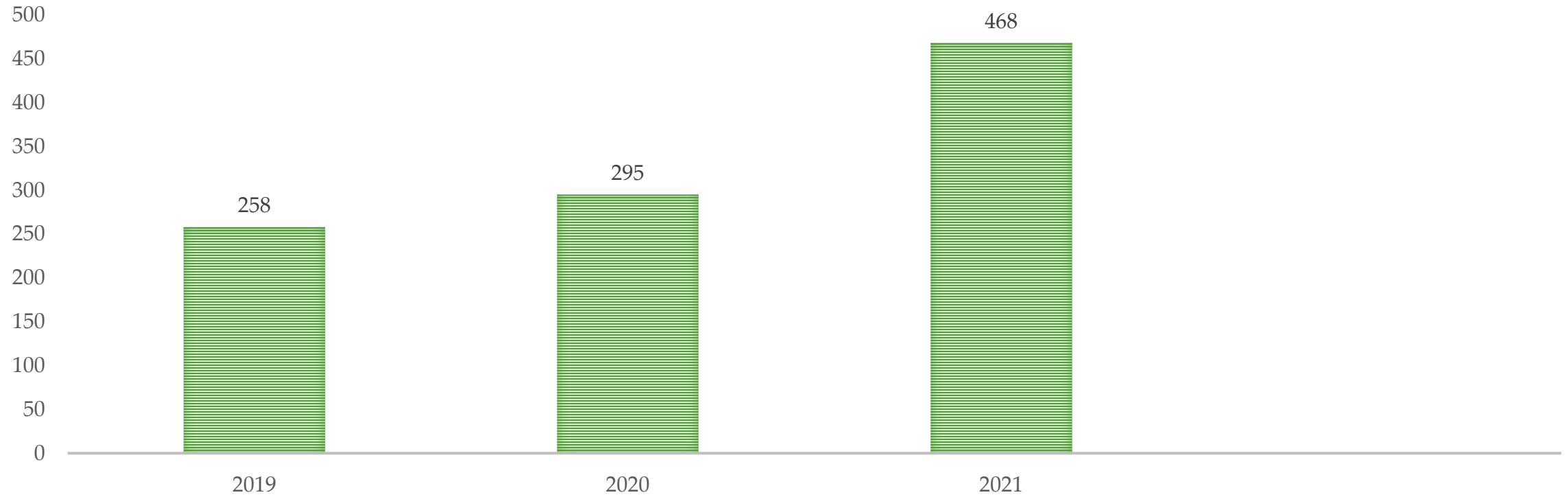


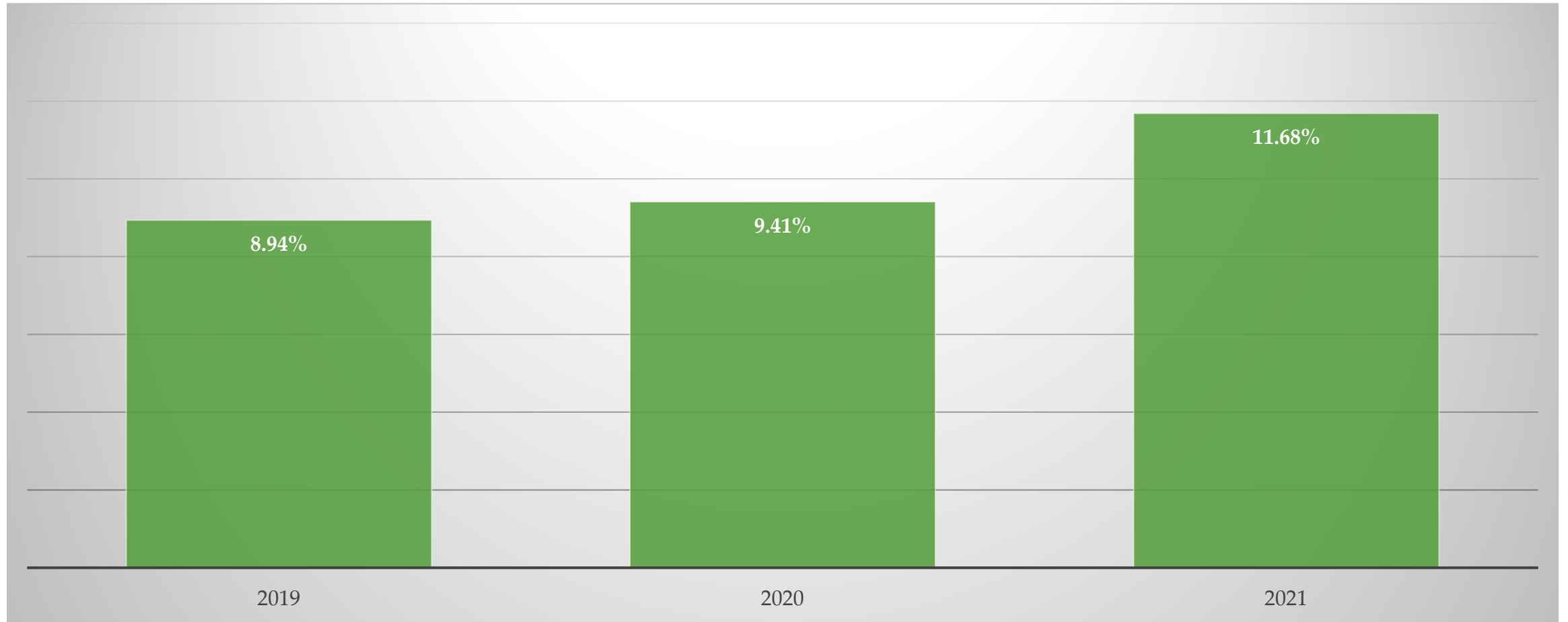


CITYWIDE COMPETITIVE RECRUITMENT AND RETENTION CHALLENGES

CITYWIDE VACANCY TRENDS



CITYWIDE TURNOVER RATE



Police Department Hiring Incentives

- Police Officer Recruit –
 - \$3,500 Hiring Bonus (\$1,750 after 30 days of hire, \$1,750 upon completion of FTO program)
 - \$500 incentive if hired with a Bachelor's Degree upon completion of FTO program
 - \$1,000 incentive if hired with a Master's Degree upon completion of FTO program
- Police Officer Lateral
 - \$5,000 Hiring Bonus (\$2,500 after completion of lateral academy, \$2,500 at completion of FTO program)
- Detention Officer/Trainee
 - \$2,000 Hiring Bonus (\$1,000 after 30 days of hire, \$1,000 upon completion of training program)

Parks and Recreation Incentives

- Certification Reimbursement Incentive up to \$425
 - Lifeguard Training = \$200 reimbursement
 - Swim Lesson Instructor = \$225 reimbursement
- Recruitment Referral Incentive = \$150 per new staff member up to a maximum of \$600
- \$500 New Hire Retention Incentive for existing seasonal staff that remain employed in good standing through the applicable season

Water Department Incentives

- Water Plant Operator
 - \$3,500 Hiring Bonus paid at successful completion of one-year probation
 - \$1,000 Employee Referral bonus to staff recommending new Water Plant Operator I and II

Retention/Recruitment Tools

- Hire new employees at higher rates within the range
- Salary Adjustments for existing employees in order to counter job offers
- Review salary ranges to address recruitment issues
- Review Private Sector data with City Management approval to address recruitment issues
- Performance Awards
- Offer Additional Benefits

Citywide Salary Adjustments FY20/21

- July 2020 – Deferred step pay
- January 2021
 - \$2,000 one-time gross pay for full-time employees
 - 5% market adjustment & 3% salary increase for all City employees

Citywide Salary Adjustments

FY21/22 & FY22/23

- July 2021 – Up to 3% step pay increase for all eligible employees
- January 2022
 - \$2,000 one-time gross pay for full-time employees
 - 5% market adjustment & salary increase for all City employees (Effective January 31st)
- July 2022 - Up to 3% step pay increase for all eligible employees (currently forecasted)

Questions

