

May 3, 2022

R-22

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Adopt a Resolution amending the Fiscal Year 2022 City Salary Resolution to include a Citywide Recruitment Incentive Program. (Citywide)

DISCUSSION

The City of Long Beach (City) is requesting to amend the Fiscal Year 2022 (FY 22) City Salary Resolution for the adoption of a Citywide Recruitment Incentive Program. The purpose of the Citywide Recruitment Incentive Program is to provide an extra incentive to attract high-quality candidates in positions that have been traditionally difficult to fill or experienced high turnover.

The City has met and conferred with the employee associations impacted by this amendment. In accordance with Government Code Section 3505, the employee associations have provided their feedback and agreed to move forward with the Citywide Recruitment Incentive Program.

Citywide Recruitment Incentive Program Overview

The Department Director is required to provide a written justification to the Department of Human Resources for a position to receive a recruitment sign-on bonus. Candidates eligible for this program are hired in positions that have a high turnover or are difficult to fill and have not worked for the City within the past two years. Positions excluded from this program are current employees and Public Safety employees (except for new Police Recruits, Special Services Officers, Park Rangers, and Public Safety Dispatchers).

Departments can provide a one-time sign-on bonus of up to \$6,000 to a newly hired employee during specific periods of employment. The amount of \$1,000 ad hoc lump sum payment shall be paid to the employee upon the first pay period upon hire. The amount of \$2,000 ad hoc lump sum payment shall be paid upon the first pay period after successful completion of a probationary period (where applicable). The amount up to \$3,000 ad hoc lump sum payment shall be paid to eligible employees upon completion of 18 months of service.

Departments can also choose to offer a partial sign-on bonus or an alternative amount not to exceed \$6,000. The sign-on bonus is not considered a salary and is not included in the retirement benefit calculation.

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This matter was reviewed by Assistant City Attorney Gary J. Anderson on April 6, 2022 and by Budget Management Officer Nader Kaamoush on April 11, 2022.

TIMING CONSIDERATIONS

City Council action is requested on May 3, 2022, and is effective May 3, 2022, following adoption by the City Council.

FISCAL IMPACT

The estimated cost of this program is unknown at this time, as it is a new program and dependent on how many requests will be received and approved. Any approved incentives will be absorbed by the City department requesting the use of this program within its current appropriations in various funds. This recommendation has no staffing impact beyond the normal budgeted scope of duties and is consistent with existing City Council priorities. There is no local job impact associated with this recommendation.

SUGGESTED ACTION:

Approve recommendation.

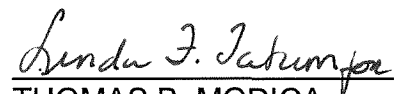
Respectfully submitted,



JOE AMBROSINI,
HUMAN RESOURCES DIRECTOR

Attachment - Resolution

APPROVED:


THOMAS B. MODICA
CITY MANAGER

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF LONG BEACH AMENDING THE FISCAL YEAR
2022 CITY SALARY RESOLUTION NO. RES-21-0100 TO
INCLUDE A CITYWIDE RECRUITMENT INCENTIVE
PROGRAM

WHEREAS, due to the difficulty the City is experiencing in recruiting and retaining talented employees, the City desires to implement a financial incentive program;

WHEREAS, the City Council seeks to amend the Fiscal Year 2022 City Salary Resolution for the adoption of a Citywide Recruitment Incentive Program to provide an extra incentive to attract high quality candidates in positions that have been traditionally difficult to fill or experienced high turnover;

WHEREAS, the proposed Citywide Recruitment Incentive Program would be effective the first day of the first full pay period following City Council adoption.

NOW, THEREFORE, the City Council of the City of Long Beach resolves as follows:

Section 1. Resolution No. RES-21-0100, adopted on August 24, 2021, is amended to add the following:

CITYWIDE RECRUITMENT INCENTIVE PROGRAM

The Department Head is required to provide a written justification to the Department of Human Resources for a position to receive a recruitment sign-on bonus. Candidates eligible for this program are hired in positions that have a high turnover or difficult to fill and have not worked for the City of Long Beach within the past two (2) years. Positions excluded from this program are current employees and Public Safety employees (except for new Police Recruits, Special Services Officers, Park Rangers,

1 and Public Safety Dispatchers).

2 Departments can provide a one-time sign-on bonus up to
3 \$6,000 to a newly hired employee during specific periods of employment.
4 The amount of \$1,000 ad hoc lump sum payment shall be paid to the
5 employee upon the first pay period upon hire. The amount of \$2,000 ad hoc
6 lump sum payment shall be paid upon the first pay period after successful
7 completion of a probationary period (where applicable). The amount up to
8 \$3,000 ad hoc lump sum payment shall be paid to eligible employees upon
9 completion of 18 months of service.

10 Departments can also choose to offer a partial sign-on bonus
11 or alternative amount not to exceed \$6,000. The sign-on bonus is not
12 considered salary and is not included in the retirement benefit calculation.
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14 Section 2. This resolution shall take effect immediately upon its adoption
15 by the City Council, and the City Clerk shall certify the vote adopting this resolution.

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Ayes:	Councilmembers:	_____

Noes:	Councilmembers:	_____

Absent:	Councilmembers:	_____

Recusal(s):	Councilmembers:	_____

