



Legislation Details (With Text)

File #: 22-0480 **Version:** 1 **Name:** HR - Citywide Recruitment Incentive Program
Type: Resolution **Status:** Adopted
File created: 4/6/2022 **In control:** City Council
On agenda: 5/3/2022 **Final action:** 5/3/2022
Title: Recommendation to adopt resolution amending the Fiscal Year 2022 City Salary Resolution to include a Citywide Recruitment Incentive Program. (Citywide)
Sponsors: Human Resources
Indexes:
Code sections:
Attachments: 1. 050322-R-22sr&att.pdf, 2. RES-22-0066.pdf

Date	Ver.	Action By	Action	Result
5/3/2022	1	City Council	approve recommendation and adopt	Pass

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

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.

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

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

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.

Approve recommendation.

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JOE AMBROSINI,
HUMAN RESOURCES DIRECTOR

APPROVED:

THOMAS B. MODICA
CITY MANAGER