



Agenda Item

File #: 24-2373

Requested Agenda Date:

12/10/2024

Requested Agenda Title:

Public Works Operations Retention and Sign-on Compensation

Requested Agenda Item Description: In order to address difficulty in hiring and retaining employees, the Public Works Operations Division is proposing a voluntary retention compensation and sign-on compensation program. Employees in the program will receive \$2,500 in compensation and will be required to sign an agreement that they will remain at the division for 15 months or pay back the compensation. The cost will be covered by using under-expend in the division's personnel budget. All the funding comes from outside contracts and no County funding is being requested. Retention of employees is vital to the division meeting its contractual requirements.

Requested Action: Discussion - Vote Needed

Presenter(s) (with titles): Steven Kuhlmeier, Public Works Operations Director. Stephanie Ross, HR Business Partner Manager.

Time Needed: 5 MINS

Is this Item Time-Sensitive and/or Requesting a Time-Certain? No

Requesting Staff Member: Steven Kuhlmeier, Public Works Operations Director.

Are Supporting Documents Needed for this Agenda Item Request? Yes