



Agenda Item

File #: 22-1083

Requested Agenda Date:

11/8/2022

Requested Agenda Title:

Public Works Operations Retention and Sign-On Bonus

Requested Agenda Item Description: A \$2,000 retention and sign-on bonus is being requested for employees in the Public Works Operations division. This is being proposed to address a growing problem of our personnel obtaining employment elsewhere and not being able to hire the new personnel. We need to maintain a certain number of FTEs to perform the work in our contracts. The retention and sign-on bonus will be funded from Public Works Operations Enterprise fund balance. There is under expend in the personnel due to turnover in 2022 that will be able to cover the cost. The retention bonus would begin given to full-time merit employees already employed in the Salt Lake County Public Works Operations division. The retention bonus agreement requires employees to be employed in the Public Works Operations Division for a year after they receive the bonus or repay the full bonus amount. The employee can elect not to receive the retention bonus. The sign-on bonus is given to all new employees. Fifty percent of the bonus is given at 6 weeks of employment and fifty percent at 6 months of employment. New employees are required to stay a year or repay the bonus.

Requested Action: Discussion - Vote Needed

Presenter(s) (with titles): Crystal Hulbert, Public Works Operations Director

Time Needed: 5 MINS

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

Requesting Staff Member: Amber Andersen, Executive Assistant

Are Supporting Documents Needed for this Agenda Item Request? No