



Legislation Details (With Text)

**File #:** 22-1083      **Version:** 1      **Name:**  
**Type:** Discussion Items      **Status:** Passed  
**File created:** 11/1/2022      **In control:** Council Work Session  
**On agenda:** 11/8/2022      **Final action:** 11/8/2022  
**Title:** Public Works Operations Retention and Sign-On Bonus

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Staff Report

Date	Ver.	Action By	Action	Result
11/8/2022	1	Council Work Session	approved and forwarded	Pass
11/8/2022	1	County Council	ratified	Pass

**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

