



## BRECKENRIDGE CITY COMMISSION AGENDA SUMMARY FORM

**Subject:** Discussion and any necessary action regarding proposal to add hiring incentive sign-on bonus

**Department:** Administration-HR

**Staff Contact:** Cynthia Northrop

**Title:** City Manager

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### **BACKGROUND INFORMATION:**

The City of Breckenridge is facing a challenge in attracting and retaining employees that municipalities nationwide have been facing post Covid. We currently have nine open positions throughout the organization. Staff has been analyzing and implementing additional strategies to meet this challenge including training and advertising the benefits of joining Team Breckenridge. This in addition to previous action the Commission took to increasing base pay rates in the organization.

Many cities also implement employee referral bonuses and hiring bonuses, especially in this post – Covid era. The proposal includes a \$1500 sign on bonus payable in three installments of \$500 with the first payment at 3 months, second payment at 12 month and the third payment at 18 months. Employee would have to reimburse the city if employed less than two years. The City Attorney has reviewed the proposal.

### **FINANCIAL IMPACT:**

Will be dependent upon actual new hires.

### **STAFF RECOMMENDATION:**

Consider adopting attached proposal