



CITY COMMISSION STAFF REPORT

DEPARTMENT: Commission

DATE: February 13, 2024

SUBJECT: Discussion and possible action on incorporating various incentives to attract new employees and keep current employees. – **Commissioner Mallozzi**

RECOMMENDATION:

Commissioner Mallozzi requests Commission discussion and possible action on incorporating various incentives to attract new employees and keep current employees.

BACKGROUND OF ITEM:

Below are options for discussion for implementation **only if possible** (some positions do not allow for creativity):

- **Flexible schedule**
 - Staggered work schedule – Employee A works Monday – Thursday, and Employee B works Tuesday – Friday
- **Remote working**
- **Bring your pet to work.** Some sample guidelines for non-service animals:
 - Employees must meet with HR for approval
 - Employees must sign a waiver saying they are personally responsible for any harm caused by their pet
 - Employees must stay with their pets throughout the workday and must make sure they aren't a distraction
 - If a pet causes harm or is a distraction, HR can require the pet to stay home

ANALYSIS:

Implementing incentives to retain employees can offer several benefits to both the employees and the City. Incentives play a crucial role in retaining employees by fostering motivation, loyalty, and engagement while aligning with organizational objectives and enhancing the employer brand.

ATTACHMENTS:

1. Benefits of Flexible Work Hours
2. Benefits of Working Remotely
3. Benefits of Bringing Your Pet to Work

Workflow History



| User | Task | Action | Date/Time |
|-----------------|--------------------------|---------------------------|----------------------|
| Allen, Tedra | NEW ITEM: Not Yet Routed | *COMPLETE: Forward to ... | 01/31/24 12:19 PM |
| Horowitz, Jacob | Assigned to Attorney | COMPLETE: Forward to C... | 02/01/24 09:47 AM |
| Eggleston, Ryan | Assigned to City Manager | COMPLETE: Forward to C... | 02/01/24 10:10 AM |
| Allen, Tedra | Assigned to City Clerk | APPROVE ITEM: End Wo... | 02/01/24 10:57 AM |
| Allen, Tedra | END WORKFLOW - APPROVED | | 02/01/24 11:47 AM |