



# Public Hearing

## Chapter 2, Article 9- Personnel

### Sec. 2-909 Compensation and Sign-on Incentives

May 6, 2026



# Sign-on Incentives

## Why This Matters

### Recruitment Challenges

- Competitive labor market
- Critical vacancies
- Need for flexible hiring tools

### Proposed Amendment

- Remove current \$5,000 cap
- Allow incentives based on:
  - operational need
  - market conditions
- HR review, proposal, establish guidelines + County Executive approval

### Goal:

Support recruitment of critical positions and continuity of essential County services.

### Results Since FY23

- **139** critical positions filled
- **DSS staffing recovery**
- **48%** ACPD hires
- **42%** ACFR hires
- **Fully staffed Parks & Rec summer programs**