

Albemarle County

Legislation Details (With Text)

File #: 23-303 Version: 1 Name:

Type: Ordinance Status: Public Hearing

File created: 5/19/2023 In control: Board of Supervisors

On agenda: 6/7/2023 Final action:

Title: Ordinance to Amend County Code Chapter 2, to Provide Sign-on Incentives. To receive public

comment on its intent to adopt an ordinance to amend County Code Chapter 2, Administration, by adding Section 2-909, Compensation and Sign-On Incentives, to authorize department heads, with

the consent of the County Executive, to offer sign-on incentives.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Att.A - Proposed Ordinance

Date Ver. Action By Action Result

AGENDA DATE: 6/7/2023

TITLE:

Ordinance to Amend County Code Chapter 2, to provide sign-on incentives.

SUBJECT/PROPOSAL/REQUEST: Public hearing to consider the adoption of an ordinance amendment to enable the County Executive or his designee to provide sign-on incentives as part of their compensation.

ITEM TYPE: Regular Action Item

STAFF CONTACT(S): Richardson, Rosenberg, Bessette, Shifflett, Rice

PRESENTER (S): Jessica Rice

LEGAL REVIEW: Yes

REVIEWED BY: Jeffrey B. Richardson

BACKGROUND: The Board approved County Police and Fire/Rescue uniformed employee sign-on incentive payments at its December 1, 2021 meeting to address workforce stabilization challenges. The County has provided sign-on incentive payments in the past and such payments have been successful in ensuring the County is competitive among public safety personnel.

STRATEGIC PLAN: Quality Government Operations - Ensure County government's capacity to provide high quality service that achieves community priorities.

DISCUSSION: Staff has proposed a revised Ordinance (Attachment A) by adding Sec. 2-909, Compensation and Sign-On Incentives. This request is to provide incentives beyond public safety, to employees in any department where the offering can improve recruitment and vacancy rates due to market conditions, at the

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request of a department head and consented to by the County Executive.

BUDGET IMPACT: There is no cost associated with adoption of this ordinance. Any sign-on incentive payments provided to new employees as a result of implementation of the ordinance will be absorbed in department operating budgets.

RECOMMENDATION:

Staff recommends that, following the public hearing, the Board adopt the proposed ordinance (Attachment A).

ATTACHMENTS:

A - Proposed Ordinance