



Albemarle County

Legislation Text

File #: 23-303, **Version:** 1

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 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