



Albemarle County

Legislation Text

File #: 22-501, **Version:** 1

AGENDA DATE: 12/7/2022

TITLE:

Ordinance to Extend County Police and Fire/Rescue Sworn and Uniformed Employee Sign-On Bonus Payment

SUBJECT/PROPOSAL/REQUEST: Public hearing to consider the extension of the ordinance approving County Police and Fire Rescue sworn and uniformed employee sign-on bonus payments.

ITEM TYPE: Regular Action Item

STAFF CONTACT(S): Richardson, Henry, Rosenberg, Bessette, Birch, Coltrane, Bowman, Davidson

PRESENTER (S): Mia Coltrane

LEGAL REVIEW: Yes

REVIEWED BY: Jeffrey B. Richardson

BACKGROUND: The Board adopted an ordinance for sworn and uniformed employee sign-on bonus payments at its December 1, 2021 for County Police and Fire/Rescue to address workforce stabilization challenges. At that time, staff recommended evaluating the efficacy of sign-on bonus payments as a recruitment tool in November 2022.

STRATEGIC PLAN: Mission - To enhance the well-being and quality of life for all community members through the provision of the highest level of public service consistent with the prudent use of public funds.

DISCUSSION: Since implementing and advertising the sign-on bonus payments:

- Fire/Rescue has received 235 applications to fill 52 vacancies and has successfully onboarded and released 12 new hires, is training 7 recruits in an ongoing recruit school, and will have 22 additional pending recruits for a recruit school beginning in Winter 2023.
- Police has received 150 applications to fill 40 vacancies and has successfully hired 23 officers.

The sign-on bonus payments have been successful in ensuring Albemarle County is competitive among public safety personnel. Based on market conditions, staff recommends extending this program to sustain this positive momentum in workforce stabilization for sworn and uniformed positions in the Fire/Rescue and Police Departments.

BUDGET IMPACT: The cost to extend the sign-on bonus payments will be funded by State and Federal revenues and previously appropriated FY 23 budgets for Albemarle County Police Department and Albemarle County Fire Rescue. The total cost for extending the sign-on bonus program is estimated at \$113,033. Of that total, \$91,237 will be covered through funding remaining from American Rescue Plan Act (ARPA) funds previously received by Albemarle County. These funds were previously appropriated by the Board of Supervisors for this purpose on December 1, 2021. The remaining \$21,796 needed for the program will be

funded through the previously appropriated budgets for FY 23 for Albemarle County Police Department and Albemarle County Fire Rescue.

RECOMMENDATION:

Staff recommends that the Board adopt the proposed ordinance in Attachment A.

ATTACHMENTS:

A - Proposed Ordinance