



**BOARD OF COUNTY COMMISSIONERS
ESCAMBIA COUNTY, FLORIDA**

MEETING DATE: 10/14/2021

DEPARTMENT: Human Resources

ITEM ID: 2021-3264

ITEM TYPE: Budget/Finance Consent

FROM: Crystal Dadura, HR Manager

SUBJECT: Recommendation Concerning the Revision of the Recruitment Incentive Policy - Crystal Dadura, Interim Human Resources Director

RECOMMENDATION/REQUIRED ACTION:

That the Board take the following action:

A. Adopt the amended Recruitment Incentive Pay Policy;

B. Designate the following list of full-time positions as positions eligible to receive the Recruitment Incentive under the Policy;

Corrections

- Corrections Officer
- Detention Assistant
- LPN
- RN
- Mental Health Counselor

Development Services

- Urban Planner II

Facilities Management

- Maintenance Technician
- Maintenance Worker

Mass Transit

- Bus Operator
- Cleaner
- Fueller
- Mass Transit Fleet Maintenance Technician
- Trolley Operator

Library Services

- Librarian
- Senior Librarian

Public Safety

- EMT
- Firefighter
- Paramedic
- Emergency Communication Dispatcher

Roads & Bridges

- Emergency Vehicle II & III
- Equipment Operator II
- Fleet Maintenance Technician
- Fleet Maintenance Worker

Solid Waste

- Equipment Operator II
- Equipment Operator III

C. Designate the amount of the Recruitment Incentive for all eligible positions to be \$2,000; and

D. Authorize the County Administrator to sign the Form Service Agreements related to the Recruitment Incentive.

BACKGROUND SUMMARY:

The Board approved the Recruitment Incentive Pay Policy at the May 6, 2021, Board meeting. This proposed Agreement was to be utilized as the mechanism to facilitate the Recruitment Incentive Pay Policy and be provided to candidates for employment in a classification that qualifies for the Recruitment Incentive Pay and who agree to the terms set forth in the Agreement. The Agreement would serve as the instrument that outlines the required terms and inform those who receive the incentive pay that they will be subject to an obligation to reimburse the County for costs if the terms of the Agreement between the County and candidates for employment in a classification that qualifies for the Recruitment Incentive Pay are not met.

The Board provided direction at the July 8, 2021, Board meeting to identify eligible positions and incentive amounts prior to implementation. All unions have been notified and agree to this recruitment incentive.

FISCAL IMPACT: Lapsed salary funds from departmental personnel budget.

LEGAL CONSIDERATIONS/SIGN-OFF:

The Proposed Agreement for Recruitment Incentive Payment between Escambia County and candidates for employment in a classification that qualifies for the Recruitment Incentive Pay, has been reviewed by Kristin Hual, Deputy County Attorney.

POLICY/REQUIREMENT FOR BOARD ACTION:

Board Policy II.B.8

IMPLEMENTATION/COORDINATION:

Upon Board approval and proper execution, the Human Resources Department and County Administration will adhere to the Recruitment Incentive Pay Policy and oversee the implementation of the Agreement.

ATTACHMENTS:

1. Recruitment Incentive 9.16.21
 2. Agreement.RecruitmentIncentiveReimbursement (KDH)
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