

..Title

Resolution to authorize additional alternative recruiting options.

..Body

WHEREAS, the recruitment for various positions has become exceedingly difficult in part due to the lowest unemployment rate since 1969\*; and

WHEREAS, on August 1, 2017, the Common Council approved alternative recruiting options for the position of electrician, which included a referral bonus of \$250 and signing bonus of up to \$2,500; and

WHEREAS, recruitment challenges extend beyond trade positions, and staff requests the following options for flexibility in recruitment:

- 1) Referral bonus for current employees who refer qualified candidates that are hired in part due to their referral. The referral bonus given to the current employee may be up to \$500 and provided after one month of satisfactory employment; an additional bonus up to \$500 may be paid upon successful completion of probation of the referred candidate.
- 2) For positions where there is a demonstrated shortage in qualified candidates, significant challenge in hiring, and/or a highly qualified candidate, a sign on bonus of up to \$5,000 may be approved by the City Administrator, Human Resources Director, and Hiring Authority.
- 3) Funding for bonuses must be available and paid for by the hiring department.
- 4) Not applicable for employees hired by the Police and Fire Departments, Library, or Municipal Court.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and the Common Council of the City of West Allis that the aforementioned alternative recruiting options are approved.

BE IT FURTHER RESOLVED that City Departments are authorized and directed to take the actions necessary to effectuate such recruitment actions for a position.

\*[Time](#) April 4, 2019