





*Milwaukee County*  
**Department of Human Resources**

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**DATE:** November 14, 2016

**TO:** Theodore Lipscomb, Chairman, Board of Supervisors

**FROM:** Kerry Mitchell, Chief Human Resources Officer   
Rick Ceschin, Director of Talent Acquisition and HR Operations 

**SUBJECT:** Request for authorization to implement strategies designed to provide flexibility in recruiting for difficult-to-fill positions

The Department of Human Resources is seeking the authority to implement strategies designed to provide flexibility in recruiting for difficult-to-fill positions.

Periodically, market demands or other factors inhibit recruiting for positions. Currently, Milwaukee County has a strong demand for Correctional Officers, Highway Maintenance Workers and health professionals. The existence of certain recruitment incentives would allow the County to be more creative in attracting talent to difficult-to-fill positions.

Specifically, the Department seeks authority to implement:

- Sign-on bonuses, up to 2% of the annualized salary for the position, with a maximum of \$2,000 (formal agreement required)
- Bonuses for difficult-to-fill seasonal positions of \$200 per month for each full month worked, at successful completion of the season
- Referral bonuses for candidates and employees of up to \$500 (does not apply to Department of Human Resources employees, or to the direct hiring manager of the position to be filled);
- Temporary modification of shift differentials, up to 2x the amount authorized in relevant policy or ordinance, for up to 180 days.

Please refer the attached resolution and fiscal note to the Personnel Committee for consideration in the December cycle.

Cc: Personnel Chairman Schmitt  
Committee Coordinator  
R. Koltun  
S. Cady  
S. Bablitch