

DATE: February 8, 2019

TO: Theodore Lipscomb, Sr., Chairman, Board of Supervisors

FROM: Donna Brown-Martin, Director, Dept. of Transportation *DBM 2-8-19*
Dean Legler, Director of Compensation *DL 2/8/19*

SUBJECT: Request for Authorization to Re-implement Strategy designed to Provide Flexibility in Recruiting for difficult-to-fill Classified Positions

Background

The Departments of Transportation and Human Resources are jointly seeking the authority to re-implement a portion of strategies previously adopted by the County Board in File 16-676 that were designed to provide flexibility in recruiting for difficult-to-fill classified positions of Highway Maintenance Workers within the Department of Transportation:

Specifically, the Departments request authorization to continue to implement the following strategy:

- Seasonal Bonuses for difficult-to-fill seasonal positions of \$200 per month for each full month worked, at successful completion of the season.

REQUEST

We are requesting a continuation of this program. If approved, our intention is to implement the following:

- Highway Workers: Bonus program
 - The \$200 per month seasonal bonus is proposed to be paid as soon as practicable after the conclusion of the winter operating season and would include up to five months (November 2018 through March 2019) based upon each full month worked during the five month period.

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