

# EMPLOYER OF CHOICE PLAN

Our most valuable resource is our employees. To continue to retain and attract employees in this competitive job market, the City has created the 2022 Employer of Choice Plan.

## RETAIN

Deliver Competitive Wages

**Q2** // Provide a one-time retention incentive of \$2,000 to each full-time employee\*

**Q2** // Initiate independent review of the City's wages and benefits to ensure market competitiveness

**Done!** Analyzed and adjusting our part-time and seasonal employee wages to remain market competitive



## WELLBEING

Offer Flexible Benefits & Workplace

**Done!** Modify sick leave assistance program to provide even greater flexibility for maternity/paternity leave

**Q2** // Reduce the years of service required to accrue vacation time

**Q2** // Provide new full-time employees a 40-hour bank of vacation



## RECRUIT

Attract the Right People

**Q1** // Commit to setting a minimum starting wage for full-time employees of no less than \$17.50 per hour

**Q2** // Provide a \$500 referral incentive for full-time employees who successfully refer an individual for a full-time position

**Done!** Provide a hiring incentive for hard-to-fill positions



\*Pending Council approval. Council approval needed for budget appropriation, changes to City ordinance Chapter 39, and labor contract MOUs. Does not apply to Mayor, City Directors, Chief of Staff, or Medical Appointed staff.