CITY OF JOPLIN
COUNCIL AGENDA ITEM

ITEM
Council Bill 2024-608 – approving a Recruitment Incentive Program for filling vacant positions.

MEETING DATE
February 16, 2024

ORIGINATING DEPT
Human Resources

ATTACHMENTS
Recruitment Incentive Program Overview, Recruitment Incentive Program Agreement, Referral Incentive Program Agreement

REVIEWED BY
Director of HR/Risk: Michelle Ducre; Director of Finance: Leslie Haase; City Attorney: Peter Edwards; City Manager: Nicholas Edwards

SUMMARY
This Council Bill approves the adoption of a Recruitment Incentive Program for city employees who refer qualified applicants who are hired and successfully complete their 6 months probationary employment period. The budget is being amended for this program in the amount of $25,000.

BACKGROUND
The ability to recruit, hire, and retain city employees has become increasingly difficult in light of increasingly competitive private and public sector wages. The City has been affected by these conditions which are reflected in current staffing levels. At the end of 2023, the City had 65 vacant positions, down from 97 vacancies in 2022. Currently the City has 34 vacancies with anticipation of seventy employees who are eligible for retirement in the next five years. In an effort to hire qualified candidates and develop succession plans for our future workforce, we are proposing this recruitment incentive program. The hiring of these qualified applicants would aid our recruiting efforts and increase the staff capacity of various departments to fulfill the growing number of projects and action plan initiatives.

FUNDING SOURCE
This program will be funded by the general fund.

RECOMMENDATION
Staff recommends adoption of this Council Bill being an ordinance dealing generally with payment of current city government expenses, and as such, this Ordinance shall become effective immediately upon its passage.