

**MOTION: BAILEY**

**April 23, 2024  
Regular Meeting**

**SECOND: BODDYE**

**Res. No. 24-351**

**RE: AUTHORIZE CONTINUATION OF THE HIRING INCENTIVES PLAN FOR HARD TO FILL POSITIONS, WITH RECOMMENDED CHANGES AND AUTHORIZE IMPLEMENTING AN INCENTIVIZED RETENTION PERIOD FOR THE ADULT DETENTION CENTER SWORN JAIL OFFICER NEW HIRES**

**ACTION: APPROVED**

**WHEREAS**, on December 13, 2022, the Prince William Board of County Supervisors (Board) approved Resolution Number 22-584, which included the authorization of hiring incentives for job vacancies that are hard to fill; and

**WHEREAS**, staff has applied the hiring incentives to hires in hard to fill positions since December 13, 2022; and

**WHEREAS**, staff has determined that hiring incentives should continue throughout Fiscal Year 2025 to provide for additional analysis of the viability and effectiveness of the hiring incentives plan for hard to fill positions; and

**WHEREAS**, the Office of Human Resources Hiring Incentive Procedure will guide the usage and treatment of the hiring/retention incentives to include a list of the eligible positions, payment plan, and suspension of pending payment or required repayment of incentives based on service separations or classification changes; and

**WHEREAS**, the positions eligible for the hiring incentives, and related incentives, shall be defined in the Hiring Incentive Procedure; and

**WHEREAS**, the Adult Detention Center has demonstrated a need for a retention incentive, which will be initially addressed via a \$1,000 per year retention bonus for the first five (5) years of service in a covered position, as paid at the end of each completed annual period of work; and

**WHEREAS**, the County Executive shall have the authority to modify the eligible positions and the provisions of the Hiring Incentive Procedure as market conditions warrant; and

**WHEREAS**, the County Executive shall evaluate the hiring incentives program annually based on labor market conditions; and

**WHEREAS**, the FY 2025 budget has capacity to incorporate the continuation of the program and the introduction of the Adult Detention Center's retention incentive;

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**NOW, THEREFORE BE IT RESOLVED** that the Prince William Board of County Supervisors hereby authorizes the continuation of the hiring incentives plan for hard to fill positions, incorporating the Hiring Incentive Procedure, and implementing an incentivized retention period for the Adult Detention Center newly hired sworn Jail Officers, each allowing the County Executive to amend the hiring bonus/retention incentive plan as labor market conditions warrant to include or remove job classifications as necessary.

ATTACHMENT: Hiring Incentive Table

**Votes:**

**Ayes:** Angry, Bailey, Boddye, Franklin, Gordy, Jefferson, Vega, Weir

**Nays:** None

**Absent from Vote:** None

**Absent from Meeting:** None

**For Information:**

County Attorney

Finance Director

Human Resources Director

Management and Budget Director

ATTEST: \_\_\_\_\_



Clerk to the Board

	<b>Hiring / Retention Bonus Amount</b>	<b>Payment Schedule</b>	<b>Eligible Positions (newly hired/rehired, after greater than 12-month break in service, into the position classification)</b>
<b>Level I</b>	\$3,000	1 <sup>st</sup> payment with 1 <sup>st</sup> paycheck 2 <sup>nd</sup> payment with completion of Probation	CDL Drivers (across various Dept's), Heavy Equipment Operators, Engineers (No PEs)
<b>Level II</b>	\$5,000	1 <sup>st</sup> payment with 1 <sup>st</sup> paycheck 2 <sup>nd</sup> payment with completion of Probation	Nurses, ADC Jail Officer, Sheriff Deputy, Engineers (PEs), Therapists, Juvenile Detention Specialists
<b>Level III</b>	\$10,000	1 <sup>st</sup> payment with 1 <sup>st</sup> paycheck 2 <sup>nd</sup> payment with completion of Probation	Police Officer, Fire & Rescue Technician I, Nurse Practitioner
<b>Retention</b>	\$5,000	\$1,000 paid after 1 <sup>st</sup> year of employment \$1,000 paid after 2 <sup>nd</sup> year of employment \$1,000 paid after 3 <sup>rd</sup> year of employment \$1,000 paid after 4 <sup>th</sup> year of employment \$1,000 paid after 5 <sup>th</sup> year of employment	ADC Jail Officer; requires continuous service in eligible position