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8 **ORDINANCE NO. 2007-58s2**
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13 **An Ordinance of the Pierce County Council Adopting a New Chapter 3.28,**
14 **"Pilot Recruitment Bonus Leave Program" of the Pierce**
15 **County Code Authorizing Pierce County to Provide for a**
16 **Recruitment Bonus Leave Program for Qualified County**
17 **Employees Under Certain Conditions When They Recruit**
18 **Successful Candidates for Specified High Demand**
19 **Positions; Setting an Effective Date; and Setting a Sunset**
20 **Date.** *(Code Chapter number changed by Code Revisor to Chapter 3.29)*
21

22 **Whereas**, nationwide, public agencies are facing significant challenges in
23 recruiting and hiring quality candidates in certain "high demand" positions, and
24

25 **Whereas**, the number of qualified candidates applying for high demand positions
26 has significantly decreased over the years, and the new employees in these
27 classifications ultimately hired by Pierce County represent only a small percentage of
28 the number of original applicants; and
29

30 **Whereas**, effective and efficient provision of public services including public
31 safety, engineering and nursing in Pierce County depend on the continuous successful
32 recruiting of qualified candidates for these high demand positions; and
33

34 **Whereas**, credible national research shows that the most effective recruiters for
35 certain positions are current employees in related positions; and
36

37 **Whereas**, when recruiting candidates for employment, Pierce County must
38 compete with other public agencies and private sector employers who are using
39 recruitment bonuses as incentives for employees who successfully recruit; and
40

41 **Whereas**, Pierce County agrees that the current recruiting techniques of the
42 County should be supplemented in order to meet the employment needs of Pierce
43 County; **Now Therefore**,

44
45 **BE IT ORDAINED by the Council of Pierce County:**
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1 Section 1. A new Chapter 3.28 of the Pierce County Code. "Pilot Recruitment
2 Bonus Leave Program" is hereby adopted as shown in Exhibit A, which is attached
3 hereto and incorporated herein by reference. (Code Chapter number changed by Code Revisor
4 to Chapter 3.29)

5 Section 2. This Ordinance shall become effective on October 1, 2007, and shall
6 sunset on September 30, 2011, or until it is repealed or extended by Ordinance.

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8 **PASSED** this 21st day of August, 2007

9
10 ATTEST:

PIERCE COUNTY COUNCIL
Pierce County, Washington

11
12
13 Denise D. Johnson

14
15 **Denise D. Johnson**
16 **Clerk of the Council**

[Signature]

17
18
19 **Terry Lee**
20 **Council Chair**

[Signature]

21 **John W. Ladenburg**
22 **Pierce County Executive**

23 Approved Vetoed _____, this
24 28 day of Aug
25 2007.

26 Date of Publication of

27 Notice of Public Hearing: August 1, 2007

28
29 Effective Date of Ordinance: October 1, 2007



"YEW CHAPTER"

(Code Revisor's Note: This Chapter was originally adopted as Chapter 3.28)

Chapter 3.29

Pilot Recruitment Bonus Leave Program

Sections:

- 3.29.010 Authorization.
- 3.29.020 Program Elements.
- 3.29.030 Administration and Implementation.
- 3.29.040 Effective Dates.

3.29.010 Authorization.

The Pierce County Human Resources Department is authorized to execute a Pilot Recruitment Bonus Leave Program for Pierce County employees.

(Code Revisor's Note: This Section was originally adopted as Section 3.28.010)

3.29.020 Program Elements.

The Pilot Recruitment Bonus Leave Program shall include the following elements:

- A. The pilot program will run at the discretion of the Human Resources Director for no longer than four years from the effective date of this Ordinance. The Director will have the authority to discontinue the program at any time should he or she deem it ineffective.
- B. The County shall offer participation to all bargaining units who have members who would be eligible for the bonus.
- C. The recruitment bonus leave for a qualified employee may equal up to a maximum of six days per calendar year which will be added to the employee's vacation accruals and administered in accordance with the County's vacation leave policies.
- D. The Recruitment Bonus Leave Program will apply only to recruitment of candidates for "high demand" positions as determined and established by the Human Resources Department.
- E. The recruitment bonus leave will be awarded to Pierce County employees, except those employees whose regular or assigned duties include employee recruitment and employees of the Human Resources Department, who meet all of the following requirements:
 - 1. recruit successful candidates for "high demand" positions outside a county sanctioned activity/event;
 - 2. are eligible to accrue vacation leave; and
 - 3. are employed by the County at the time they are credited with the bonus hours.



1 A successful candidate is one who passes probation and/or other benchmarks
2 established for the position under the specific terms to be spelled out in Pierce County
3 policy and/or written agreements reached by the County's bargaining agent with the
4 unions representing Pierce County employees.

5 F. The "high demand" positions eligible for the recruitment incentive will be established by
6 the Human Resources department through criteria developed to identify classifications
7 and/or positions that are difficult to fill or retain, and the list of "high demand" positions
8 may be changed as necessary to meet the fluctuating needs of the County's workforce.

9 G. The criteria for eligibility, benchmarks for crediting of the recruitment bonus leave, and
10 amounts of recruitment bonus leave awarded for each benchmark shall be established by
11 the Human Resources Department policy and may vary depending upon the
12 requirements of each high demand position.

13 H. Pierce County employees must personally recruit the candidates, including at least one
14 face to face meeting with the candidate, in order to be eligible for the recruitment bonus.
15 The recruitment activities may not be conducted on work time or done in conjunction
16 with the employee's job duties.

17 I. Participation by Pierce County employees in the above outlined recruitment bonus leave
18 program is voluntary.

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20 *(Code Revisor's Note: This Section was originally adopted as Section 3.28.020)*

21
22 **3.29.030 Administration and Implementation.**

23 Prior to the expiration of this Chapter, the Human Resources Director may develop policies
24 and procedures consistent with this Chapter governing the administration and implementation of
25 the Pilot Recruitment Bonus Leave Program.

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27 *(Code Revisor's Note: This Section was originally adopted as Section 3.28.030)*

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29 **3.29.040 Effective Dates.**

30 The authority granted to the Pierce County Human Resources Director under this Chapter
31 shall become effective on October 1, 2007, and shall sunset on September 30, 2011, or until it is
32 repealed or extended by Ordinance.

33
34 *(Code Revisor's Note: This Section was originally adopted as Section 3.28.040)*





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September 24, 2007

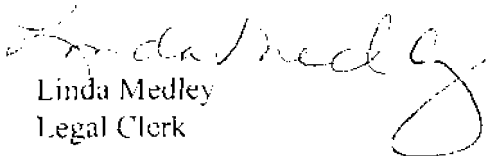
To Whom It May Concern:

Ordinance No. 2007-58s2, which passed the full Council on August 21, 2007, adopted a new Chapter 3.28 to the Pierce County Code, "Pilot Recruitment Bonus Leave Program." Following distribution of this Ordinance, we discovered that the Pierce County Code already contained a Chapter 3.28, so we have renumbered the "Pilot Recruitment Bonus Leave Program" to Chapter 3.29 PCC.

Attached for your records is the revised Ordinance and Exhibit **A** thereto. This Ordinance will go into effect on October 1, 2007.

We apologize for any inconvenience this may have caused. If you have any questions, please contact me at (253) 798-3647.

Sincerely,


Linda Medley
Legal Clerk

Attachment

MAR 22 2007

SEP 26 2007

