

BOARD AGENDA ITEM

August 13, 2024

SUBJECT:

Proposed Sign-On Bonus for HVAC Technicians

BACKGROUND INFORMATION:

Our District continues to experience difficulty hiring HVAC technicians. Two positions are vacant and have been so for eight months. The Administration is seeking an incentive to assist with hiring these critical positions.

ADMINISTRATIVE CONSIDERATION:

The Administration believes a sign-on bonus will make the positions more attractive. Proposed parameters for the bonus are:

1. \$3,000 to be paid in two installments. The first \$1,500 will be paid at hiring.
2. The second \$1,500 will be paid after a 90-day evaluation period.
3. The sign-on bonus will be subject to payroll tax but not State retirement.

The cost will be covered through Fund 1.

RECOMMENDATION:

Approve implementation of sign-on bonus for HVAC technicians.

PREPARED BY:

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