



# Fulton County

## Legislation Text

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File #: 21-0835, Version: 1

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### Department

Human Resources Management

### Requested Action *(Identify appropriate Action or Motion, purpose, cost, timeframe, etc.)*

Request approval to amend the Retention Bonus Personnel Policy (No. 329-16) to rename it "Retention Bonus, Sign-On Bonus and Relocation Costs" and to permit payment of a sign-on bonus and relocation costs to certain candidates offered employment reimbursement. **(APPROVED)**

### Requirement for Board Action *(Cite specific Board policy, statute or code requirement)*

Pursuant to the Fulton County Civil Service Act of 1982 (Section 3, Paragraph 1 - Powers, duties, and responsibilities) and Section 001-16 (General Provisions) of the Fulton County Policies, any additions, rescissions and/or amendments to the Personnel Policies must be approved by the Board of Commissioners.

### Strategic Priority Area related to this item *(If yes, note strategic priority area below)*

Open and Responsible Government

### Commission Districts Affected

- All Districts ☒
- District 1 ☐
- District 2 ☐
- District 3 ☐
- District 4 ☐
- District 5 ☐
- District 6 ☐

### Is this a purchasing item?

No

### Summary & Background *(First sentence includes Agency recommendation. Provide an executive summary of the action that gives an overview of the relevant details for the item.)*

#### Scope of Work:

The Chief Human Resources Officer has identified challenges experienced when hiring and retaining professional staff in certain positions. Fulton County recognizes areas in its Personnel Policies that can be amended and/or improved to attract and retain the highly qualified, competent and

experienced talent for its workforce. The Policy amendments seeks to remove barriers that discourage or frustrate the ability to attract highly qualified, competent and experienced talent.

If approved, the BOC would amend Personnel Policy 329-16 to rename it “Retention Bonus, Sign-on Bonus, and Relocation Costs,” to permit certain new hires to receive a sign-on bonus upon approval by the County Manager based on the recommendation of the Chief Human Resources Officer, and to permit certain new hires to receive payment for certain relocation costs and expenses upon acceptance of an offer of employment with Fulton County and approval of the County Manager based on the recommendation of the Chief Human Resources Officer.

**Community Impact:** There is no community impact.

**Department Recommendation:** The Department of Human Resources Management recommends approval.

**Project Implications:** There are no project implications.

**Community Issues/Concerns:** There are no community issues or concerns.

**Department Issues/Concerns:** There are no department issues or concerns.