

Precinct Equipment Operator and Mechanic Recruitment Program

Tarrant County is committed to recruiting and retaining high-quality staff. The Equipment Operator and Mechanic Recruitment Program is intended to assist the Commissioner Precincts with hiring Equipment Operators and Mechanics into full-time positions by offering recruitment incentives, frequently referred to as sign-on bonuses. This program will be effective from August 30, 2023 through December 31, 2023.

Eligibility requirements:

- Applicants must be selected for hire into a full-time Equipment Operator and Mechanic position and accept the job offer. They must complete thirty (30) calendar days of employment to be eligible for the first recruitment incentive. They must continue to work in a full-time Equipment Operator or Mechanic position and complete their probationary period to be eligible for the second recruitment incentive.
- Applicants who currently work in the same role but on a temporary or contract basis will not be considered for recruitment incentives.
- Applicants who are current or previous employees of Tarrant County will not be considered for recruitment incentives.
- Employees must be active (i.e. not on a leave of absence) at the time of the scheduled recruitment incentive payment. Employees that are on a leave of absence will be eligible for the payment upon their return to work. Employees who separate employment prior to payment will not receive the payment.

The recruitment incentive will be \$3,000, payable in two \$1,500 payments in accordance with the predefined schedule and subject to all payroll deductions including taxes. Those employees who do not complete one year of employment will forfeit and be required to repay the County the full amount of the recruitment incentive payments received.

Each employee may receive only one series of recruitment incentives as outlined in the Equipment Operator and Mechanic Recruitment Program. The Commissioner Precincts will notify Human Resources of an employee's eligibility for the recruitment incentive via the Employee Recruitment Incentive Form at the time of the applicant's hire. Human Resources will administer the recruitment incentive payments at the appropriate predefined times.

The Equipment Operator and Mechanic Recruitment Program is not intended to be a long-term solution to recruiting difficulties. Program effectiveness will be analyzed based on various factors including, but not limited to, the number of applicants and hires, turnover rates, and departmental feedback before being considered for discontinuation. The Equipment Operator and Mechanic Recruitment Program may be changed or discontinued at any time without notice.

Nothing in this program should be construed as affecting an employee's probationary period, eligibility for salary increases, or any other provision of the Tarrant County Civil Service Rules.