



COMMISSIONERS COURT COMMUNICATION

REFERENCE NUMBER _____

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DATE: 08/29/2023

**SUBJECT: APPROVAL OF EQUIPMENT OPERATOR AND MECHANIC
RECRUITMENT PROGRAM – COMMISSIONER PRECINCTS**

COMMISSIONERS COURT ACTION REQUESTED

It is requested that the Commissioners Court approve the Equipment Operator and Mechanic Recruitment Program for the Commissioner Precincts effective August 30, 2023 through December 31, 2023.

BACKGROUND

The Commissioner Precincts are requesting the ability to offer recruitment incentives related to Equipment Operator and Mechanic positions. Difficulties in recruiting and retaining Equipment Operators and Mechanics have been exacerbated by CDL requirements. The Equipment Operator and Mechanic Recruitment Program is intended to assist in the recruitment, hiring, and retention of Equipment Operators and Mechanics by offering \$3,000.00 recruitment incentives, payable in two (2) equal incentives. Proposed details of the program are outlined in the attached document.

FISCAL IMPACT

The fiscal impact of this program is unknown as usage is unpredictable. However, funding for the programs is available through the Road and Bridge Fund (26100).

SUBMITTED BY:	Human Resources	PREPARED BY: APPROVED BY:	Anjanie Ramnarine
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