

RESOLUTION NO. _____

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
CHULA VISTA APPROVING A REFERRAL PROGRAM FOR
HARD-TO-FILL POSITIONS

WHEREAS, the City of Chula Vista actively recruits qualified candidates to fill all positions throughout the organization but recognizes there are certain hard-to-fill positions that the City needs additional help from employees to obtain a more robust applicant pool; and

WHEREAS, research shows and our experience supports, that new hires who come into an organization through employee referrals are excellent contributors, stay with the organization longer and are a more cost-effective hire; and

WHEREAS, funding for the Referral Program is available through salary savings achieved from the vacant positions; and

WHEREAS, eligible employees that make a successful referral, as indicated in the City's proposed policy will receive either 16 hours of leave to be used in the fiscal year earned or a \$3,000 referral payment that will be paid over five years in three installments shown below:

- \$1,000 upon hire of referred employee;
- \$1,000 upon completion of probation; and
- \$1,000 upon five (5) year anniversary of referred employee's hire date.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Chula Vista, that it approves the City of Chula Vista's Referral Program for Hard to Fill Positions.

Presented by

Approved as to form by

Courtney Chase
Director of Human Resources/Risk Management

Glen R. Googins
City Attorney