

# EMPLOYEE RECRUITMENT INCENTIVES PROGRAM

*2021-2022*



**\$200**

**EMPLOYEE  
REFERRALS**

*Referral name must be  
mentioned in the initial  
application*

# EMPLOYEE REFERRALS

2020 **Employee Referral Statistic** Highlights: **Employee Referrals** are 4x more likely to be hired.

82% of **Employees** rated **Employee Referrals** above all other sourcing options to yield the best ROI. ... 60 Days was the high end of the average days to fill a position without an **employee referral**.

Linkedin

Jan 13, 2020

If you have an employee referral program, you can have an [average retention rate of 46%](#), compared to the 33% retention rates of organizations that only use career sites.

15% of companies offer time off or additional vacation days as an [alternative to cash incentives](#).

New hires sourced via referral programs produce [25% more profit](#) for their companies than new hires sourced via other means.

Firstbird.com



# EMPLOYEE RETENTION INCENTIVES

*Based on Years of  
Service and Overall  
Performance*

# YEARS OF SERVICE FOR ENTIRE ORGANIZATION

\*\*Once they choose to take an incentive they will no longer have the opportunity to take anything additional later.

5 Years	\$500
10 Years	\$750
15 Years	\$1000
20 Years	\$1250
25 Years	\$1500

\*\*Taxes would be deducted



# COST PER YEAR ON YEARS OF SERVICE

*On average we have 7 or 8 People Reaching These Years of Eligibility*

## Example 1

- Steve and Bob both have 5 years and chooses to wait for their 10 year incentives.
- Mark has 10 years and chooses to take his incentive (\$750)
- Mary has 10 years and chooses to wait for her 15 year incentive.
- June has 25 years of service and is taking her incentive (\$1500)

Total Cost this year \$2250

## Example 2

- We have 5 employees who are reaching 5 years and 4 choose to take their incentives (\$2500)
- Lynn has 10 years and takes her incentive (\$750)
- Mary reached her 10 years but she already took her incentive at 5 years so she isn't eligible again.

Total Cost this year \$3250

# RELOCATION EXPENSES

*Example: City of Sedona*

*\$2,000-\$10,000 for moving expenses for New Department  
Head of Mid-level Manager*

*40-100 hours of up fronted vacation as needed to sweeten  
the deal*



# RELOCATION EXPENSES

*Suggested : Town of Camp Verde*

*\$1500 out of state*

*\$1000 in state*

*Must be Peace Officer or Department Head Level*

*Paid at the successful end of the probationary period*





# Peace Officer Incentives

*Example: Show Low Police Department*

*\$5,000 hiring bonus*

*\$2500 at hire*

*\$1000 at 12 months*

*\$1500 at 24 months*

*Start off with 80 hours PAID time off in leave bank*



# Peace Officer Incentives

*Suggested: Town of Camp Verde*

