



City of Racine, Wisconsin  
Common Council

**AGENDA BRIEFING MEMORANDUM**

**COMMITTEE: Common Council**

**LEGISLATION ITEM #:**

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**AGENDA DATE: October 24, 2022**

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**DEPARTMENT: Human Resources**

**Prepared By: La’Neka Horton**

**Reviewed By: Kathleen Fischer**

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**SUBJECT: Communication from the Human Resources Director requesting that the signing bonuses previously authorized by the Common Council in August of 2021 be expanded to all Non Represented Full time positions.**

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**EXECUTIVE SUMMARY: Signing Bonuses for all Non Represented Full Time long unfilled positions which are critically important and will require resources to compete in the market.**

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**BACKGROUND & ANALYSIS: The City has previously allocated \$50,000 in funds from the American Rescue Plan Act (ARPA) to provide signing bonuses for two classifications (CDL’s & Public Health Nurse) which are difficult to fill. We are requesting an additional \$50,000 of ARPA funds be allocated for the purpose of expanding the signing bonuses to all Non Represented Full Time positions which have went long periods unfilled.**

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**BUDGETARY IMPACT: Funds in the amount of \$50,000 are available in the compliance category of ARPA to be reprogrammed for this purpose.**

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**OPTIONS/ALTERNATIVES:**

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**RECOMMENDED ACTION:** That the signing bonuses previously authorized by the Common Council in August of 2021 be expanded to all Non Represented Full Time long unfilled positions for purposes of recruitment and an additional \$50,000 of City ARPA funds be allocated for these purposes.

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**ATTACHMENT(S):**