

Resolution #22-0221 – Personnel
2022 Resolution Book, Page 96

**RESOLUTION AMENDING ARTICLE II OF THE CITY OF WINSTON-SALEM
PERSONNEL RESOLUTION AUTHORIZING THE CITY MANAGER TO
IMPLEMENT FINANCIAL INCENTIVES FOR HARD-TO-FILL POSITIONS**

WHEREAS, the COVID-19 global pandemic has caused an unprecedented labor upheaval; and

WHEREAS, the City of Winston-Salem has experienced increased vacancy numbers across departments across the organization, and

WHEREAS, the city council of Winston-Salem has the authority to revise the Personnel Resolution; and

WHEREAS, the Human Resources Department periodically reviews the Personnel Resolution, in consultation with City management, to determine if the resolution requires updating; and

WHEREAS, the Human Resources Department has identified options to attract candidates for employment for hard-to-fill vacancies.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and City Council of the City of Winston-Salem that the following addition to the Personnel Resolution is approved:

“Article II. Sec. 40. Financial Incentives

- (a) The City Manager may, as deemed necessary, implement administrative policies providing financial incentives to City employees who refer candidates for hard-to-fill positions and to new employees hired into hard-to-fill positions.”

BE IT FURTHER RESOLVED, this resolution shall become effective upon adoption.