

**CITY OF RIVERSIDE
INCENTIVE PROGRAM
FOR
“DIFFICULT TO RECRUIT” POSITIONS**

Purpose

The purpose of the Hiring Incentive Program is to provide the City Manager with additional recruitment tools to attract highly qualified, performance-oriented candidates for specific classifications that are deemed “difficult to recruit.” These classes are primarily in areas of public safety, engineering, and electric and may be added or deleted from the list, upon approval by the City Manager based on organizational need. “Difficult to recruit” classes are further defined as those that are highly competitive in the labor market due to specialized skills and/or certifications, and/or those classes in which there is a high turnover which significantly complicates the City’s efforts to recruit staff to provide public services.

Administrative Authority

The City Manager is authorized to approve recruitment incentives during active recruitments, and to approve the classifications eligible to receive such incentives. The City Manager has authority to grant incentives not to exceed \$5,000 in total value to any one candidate.

The City Manager shall exercise final authority regarding interpretation of program policies and eligibility for incentive payments consistent with the intent of this program. The City Manager is authorized to refine implementation procedures of this program as deemed appropriate. The City Manager may suspend or terminate this program should such incentives no longer be required or appropriate.

Incentives

This Hiring Incentive Program is currently suspended.