



City of Leavenworth

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PRESS RELEASE – FOR IMMEDIATE DISTRIBUTION

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CITY OF LEAVENWORTH MODERNIZES RECRUITMENT STRATEGY

LEAVENWORTH, WA – The City of Leavenworth today announced a new employee recruiting strategy: a signing bonus. While this strategy may not be new to other cities, it is new to Leavenworth, and is a sign of the City modernizing its recruiting process.

The City of Leavenworth, like other municipalities and private sector businesses across the country, is facing increasing competition in hiring, and fewer candidate applications overall. The increased competition, lack of candidates, and the strain a vacancy puts on existing operations and the City's ability to maintain the level of service for its citizens forced City leaders to think strategically about hiring. One of the options considered was potential signing bonuses.

At a regularly scheduled City Council meeting on November 8, 2022, the attending Councilmembers voted unanimously to approve a Resolution that allows the City Administrator to offer a signing bonus if there have been multiple job postings with no qualified applicants.

The City Council authorized the City Administrator to offer an experienced candidate for a City employment position a signing bonus up to \$5,000; or up to 40 hour vacation time; or up to 40 hours sick time. The City Administrator can also offer reimbursement of health insurance costs for the first three months of employment, for which the City does not provide coverage.

“In approving this resolution, our City Council has given the City an additional tool in our hiring toolbox – another offering to help attract experienced, qualified individuals in an increasingly competitive environment.” said Christie Voos, Communications Analyst for the City of Leavenworth.

If a signing bonus is offered to a future employee, the employee must agree to a two-year commitment, or the bonus must be repaid (prorated by month of employment). The resolution is effective through December 31, 2023.

If you have questions, or for more information / para más información, please contact Christie Voos at media@cityofleavenworth.com.

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