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**Joint Board Matter with Chairman McKay and Supervisor Gross  
Opportunities for Staff Retention Incentives**

Members of the Board,

The County has taken a number of important steps to help address the recruitment and retention challenges that we and all other employers are facing. We know we have had some success in the recruitment arena as we have recently seen large and highly diverse public safety classes, but also recognize that as the global workplace continues to evolve that we need to be nimble and flexible. We also know that we are closing the gap in our mental health treatment staff shortages but still struggling in other areas. Staff has repeatedly committed to monitoring and updating the Board on recruitment trends and opportunities and we look forward to future discussion to ensure that we continue to make progress.

We have also made progress in retention. The MRA was completely funded for FY 2024 and market reviews have been implemented recently. As we look at our existing workforce it is important to understand how recent actions have benefitted our retention goals. It is also important to understand what other opportunities exist to strengthen County retention. Specifically, it is critical to understand our current retention strategies and what additional incentives for retention might be effective for the Board to consider.

Therefore, we move without objection, that the issue of opportunities for staff retention incentives be referred to staff to develop a report on current retention statistics, strategies and additional opportunities for retention of employees. It is further moved that this report be presented at an upcoming Personnel Committee meeting for the Board to review.