

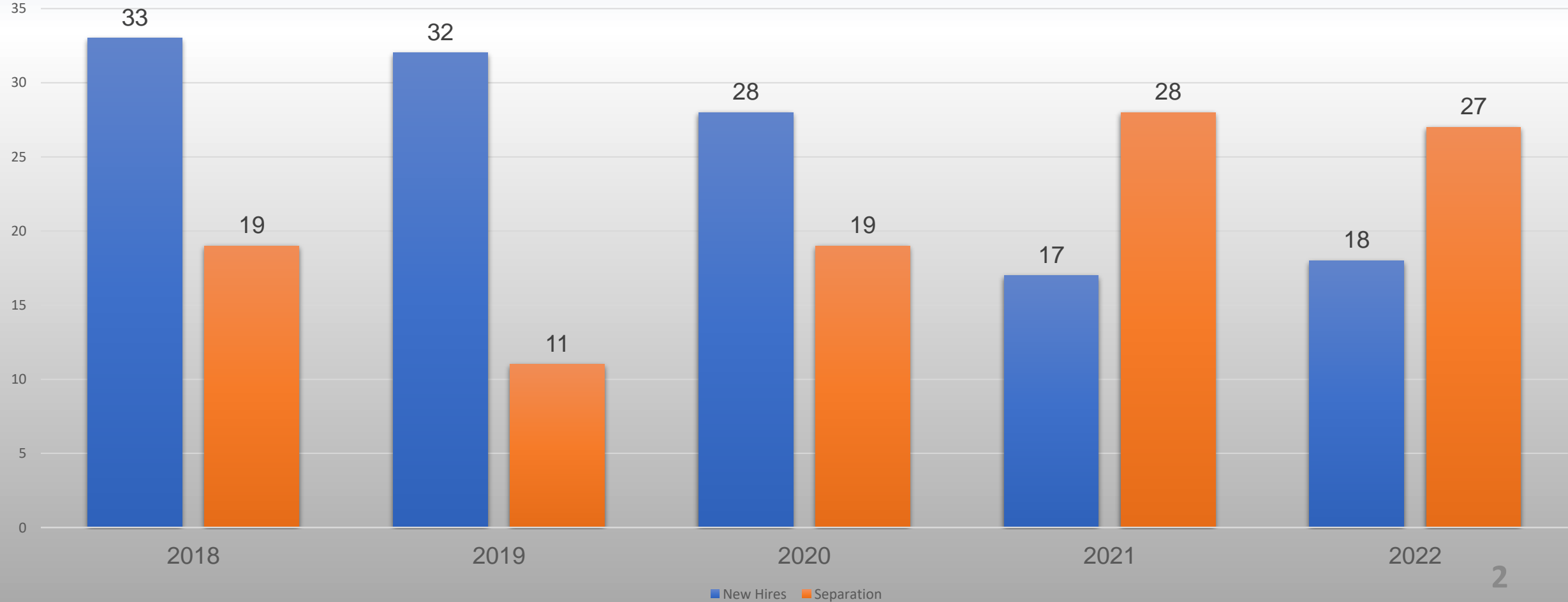


**Employee Referral
Program
Pilot
February 14, 2023**

**Human Resources
Department**

Hires/Separation Five Calendar Year History

Includes Promotion, Demotion, and Retirements to/from a job class for a calendar year



Sheriff Office Internal Recruitment Efforts

- Recently contracted with a Marketing agency
- Revamped their advertising efforts
- Conducted community outreach
- Participated in First Responders Career Fair

Benefits of Employee Referrals

Retention Statistics*

- Using referrals increases retention by 40%
- Referred hires stay 70% longer than other employees
- Hiring referrals reduces company turnover by up to 20%
- 45% of referral hires stay longer than four years, compared to only 25% of job board hires

Performance Statistics*

- 88% of employers rate employee referrals as the best return on investment (ROI) for sourcing talent
- Referral employees are 25% more profitable
- 70% of businesses agree that referrals have the best culture fit for their organization

* Source Zippia.com 2023 Employee Referral Statistics

Program Policy

- Enhance recruitment efforts to attract Custody Deputies
- CoHr will monitor the success of the program within the first year
- For positions that are designated as difficult-to-fill. (e.g. emergency responders, nurses, doctors, and other specialized technical/professional positions).
- Initially conceived as a pilot program to help with Custody Deputy vacancies. If successful and expanded, difficult to fill positions would be determined by the HR Director as needed, based on data.
- Departments will be responsible for funding the referral program

Next Steps

- Staff is requesting Board approval of the Policy in Attachment A for a Difficult-To-Fill Position Employee Referral Program Policy to be effective as soon as practical

Questions ?