



Emmet County News Release

For Immediate Release – August 3, 2020

Emmet County Launches Recruitment-Retention Bonus Program

Like nearly all businesses and organizations in northern Michigan, Emmet County officials are seeking serious, qualified candidates for several open positions. The workforce shortage is not a new problem in this area, but the situation has been exacerbated by the COVID-19 situation and a delay in the seasonal help hiring process created by the months-long shutdown in the spring.

Seasonal staffing shortages for Emmet County parks has caused the parks' gift shops to operate on reduced hours this season and the beach bathhouse at Camp Petosega to remain closed this year as extra focus is needed to keep public areas clean and disinfected. The county would like to be able to keep the all of its facilities open to accommodate guests, as it normally would have in the past, if just one or two employees were added to the parks' staff.

Several retirements recently of longtime county staff members have added to the list of available openings in Emmet County.

With the typical job posting avenues not leading anywhere, Emmet County Administrator Michael Reaves and Human Resources Director Denise White decided to try something new. Last week, they announced an incentive program for current and new employees, effective as of July 31.

Job applicants hired into open county positions, and who meet attendance and performance requirements, will receive a sign-on bonus of \$150 after completing 30 days of active, continuous employment. An additional \$300 bonus will be paid out after the employee completes 60 days of employment with Emmet County.

An incentive program for current employees was also announced. Any current employee who refers a job applicant to an open county position will receive a \$150 bonus if that applicant completes 30 days of active, continuous employment and meets attendance and performance requirements. An additional \$300 bonus will be paid at 60-day employment mark as well.

All criteria for each program, specifically relative to performance and attendance, must be met in order to qualify for payment out for either type of bonus. Failure to meet performance expectations or calling off a scheduled work shift will disqualify payment.

"It's our hope that utilization of these programs will allow us to garner additional applicants for the current job openings with the county," said Reaves.

A list of current job openings is available at emmetcounty.org/employment-opportunities/ including an online employment application.

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