

City	Does your city or town offer signing bonuses to recruit new employees?	Is the signing bonus offered to all new hires?	Have you noticed an increase in new hires related to this incentive?	How much do you pay upon hire?	When is the remaining amount of the signing bonus paid out?	Does your city or town offer a referral fee to current employees for any new hire?	What amount is paid to referring employee?	Is there an amount paid to the referring employee when the new employee stays X amount of time?	Have you noticed an increase in new hires related to this incentive?	Are there any other incentives offered as a referral bonus? (For example, day off with pay, etc.) - Selected Choice	Are there any other incentives offered as a referral bonus? (For example, day off with pay, etc.) - Yes (please describe) - Text	Do you have any additional thoughts on the use of signing bonuses or referral fees as a recruitment tool for new employees? Do you have any personnel recruitment strategies (or tools) that have worked well for your city or town?
Bartlett	No					No						
Bristol	Yes	No	No		0 1 year	No						
Cleveland	No					No						Very rich benefits package
Cookeville	No					No						These types of incentives continue to be used in the private sector with, at least, some success. As difficult as it is to recruit for the public sector, it's imperative that we be willing to consider techniques used and accepted in the private sector.
Farragut	No					No						
Germantown	No					No						
Kingsport	No					No						
La Vergne	Yes	No	No			Yes	\$100.00	Yes	No	No		
Lebanon	Yes	No	No	We pay certified police officer \$1,000 and another \$1,000 after 6 months. We pay CDL operators and drivers \$500 and another \$500 after 90 days.	We pay certified police officer \$1,000 and another \$1,000 after 6 months. We pay CDL operators and drivers \$500 and another \$500 after 90 days.	No						I pay for ads to be boosted on Indeed and cross post on LinkedIn and Facebook. We use professional job boards for specialty jobs such as HR, Engineer, Planner, Stormwater Inspector and such.
Morristown	No					No						
Mt. Juliet	No					No						
Sevierville	No					No						We've considered sign on bonuses, but haven't tried it yet
Spring Hill	No					No						We have adjusted our starting salaries and revising our incentive bonuses for staff.

City	First Name	Last Name	Email
Bartlett	Ted	Archdeacon	tarchdeacon@cityofbartlett.org
Bristol	Mary Lee	Williams	mlwilliams@bristoltn.org
Cleveland	Kimberly	Miller	kimmiller@clevelandtn.gov
Cookeville	Carl	Sells	csells@cookeville-tn.gov
Farragut	Michelle	Pence	mpence@townoffarragut.org
Germantown	Courtney	Taylor	ctaylor@germantown-tn.gov
Kingsport	Tyra	Copas	TyraCopas@KingsportTN.gov
La Vergne	Andrew	Patton	apatton@lavergetn.gov
Lebanon	Sylvia	Reichle	sylvia.reichle@lebanontn.org
Morristown	Andrew	Ellard	aellard@mymorristown.com
Mt. Juliet	Janet	Southards	jsouthards@mtjuliet-tn.gov
Sevierville	Kristi	Ward	kward@seviervilletn.org
Spring Hill	Richard	Stokes	rstokes@springhilltn.org