

FY24 BUDGET
EXPENSE LINE-ITEM INCREASE / DECREASE RATIONALE FORM

Department: **Human Resources (1521)**

Below is information on expense line items in the Human Resources budget with a requested increase or decrease of \$1,000 or more.

Requested Increase Amount:

Acct. # 5776 Employment Advertisement \$ 1,500.00 (current \$4,500 proposed \$6,000)

Rationale:

Acct. # 5776 Employment Advertisement

The Human Resources Department is requesting a \$1,500 increase in the employment advertisement line item. In the current employment environment, it is getting increasingly difficult to find quality candidates, especially in certain specialized municipal areas. This has and will continue to require more outreach and posting positions using multiple avenues such as the Massachusetts Municipal Association, and other job specific and organization specific job boards. In addition, the Cape Cod Times/Cape Cod Online has recently changed their recruitment partner from ZipRecruiter to Jobcase. We have used Jobcase for the last two months and have found it to be lacking in many areas, including candidate pool, a lack of resume database, and ease of use. We would prefer to set up an account with ZipRecruiter. The benefits include having the ability to search a resume database, constant access to and control over job postings, and having postings pushed to ZipRecruiter partners. We will however no longer be eligible for the discount we were previously receiving when LocaliQ, was partnering with ZipRecruiter.