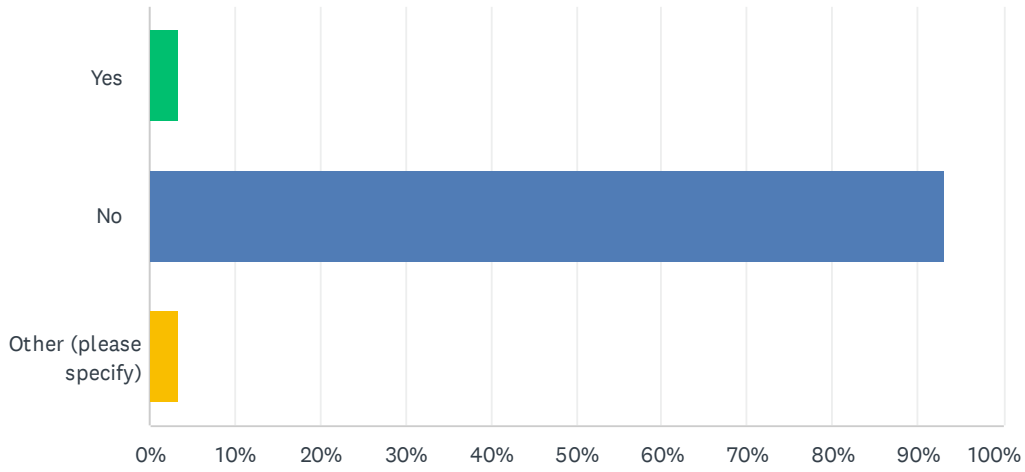
Q1 What is your name and jurisdiction?

Answered: 29 Skipped: 0

#	RESPONSES	DATE
1	Melanie Hermes; Delhi Township	11/18/2022 10:22 AM
2	Skylor Miller, Sycamore Township	11/17/2022 3:49 PM
3	Lori Chaney, City of Blue Ash	11/17/2022 2:45 PM
4	Julie Klehamer, City of Middletown	11/17/2022 1:34 PM
5	Darlene Feldmann	11/17/2022 12:35 PM
6	Chief Scott Noel Blue Ash PD	11/17/2022 11:55 AM
7	Claudia Carroll/Pierce Township	11/17/2022 8:31 AM
8	Silverton Jack Cameron	11/17/2022 8:07 AM
9	Village of Glendale	11/17/2022 7:19 AM
10	City of Deer park	11/16/2022 9:51 PM
11	Scot Lahrmer Amberley Village	11/16/2022 8:48 PM
12	City of Mason	11/16/2022 5:26 PM
13	Jessica Chaney - Indian Hill	11/16/2022 4:46 PM
14	Evonne Kovach, Greenhills	11/16/2022 4:35 PM
15	Ron Hirth Golf Manor	11/16/2022 4:10 PM
16	Sarah Hunold - City of Monroe	11/16/2022 4:08 PM
17	Clayton	11/16/2022 4:06 PM
18	City of Montgomery	11/16/2022 3:51 PM
19	Kelli Kline - City of Lebanon	11/16/2022 3:47 PM
20	Jeff Papanek - Washington Township, Montgomery County	11/16/2022 3:45 PM
21	Moeller/Madeira	11/16/2022 3:41 PM
22	Brian Uhl City of Springdale	11/16/2022 3:30 PM
23	Larry Mullins - Springfield Township	11/16/2022 3:28 PM
24	Rusty Herzog, Wyoming	11/16/2022 3:25 PM
25	Jennifer Kaminer, Village of Fairfax	11/16/2022 3:25 PM
26	Jeff Wright, Miami Township, Clermont County	11/16/2022 3:23 PM
27	Mel Taylor, Columbia Township (Hamilton Co)	11/16/2022 3:20 PM
28	Lincoln Heights	11/16/2022 3:15 PM
29	Krista Blum Village of Lockland	11/16/2022 3:15 PM

Q2 Do you offer/have you offered signing bonuses for a new hire?

Answered: 29 Skipped: 0

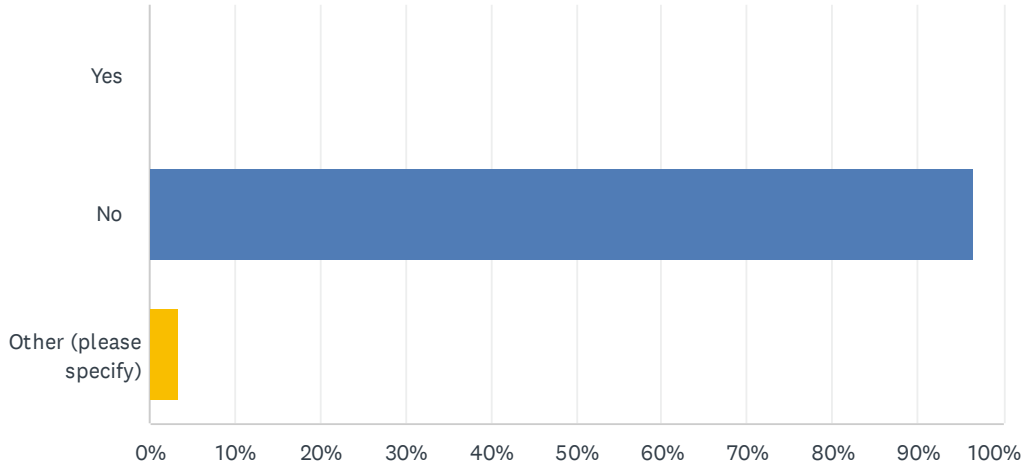


ANSWER CHOICES	RESPONSES	
Yes	3.45%	1
No	93.10%	27
Other (please specify)	3.45%	1
TOTAL		29

#	OTHER (PLEASE SPECIFY)	DATE
1	See 3	11/16/2022 4:10 PM

Q3 Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

Answered: 29 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	96.55%	28
Other (please specify)	3.45%	1
TOTAL		29

#	OTHER (PLEASE SPECIFY)	DATE
1	We are currently considering the practice	11/16/2022 4:10 PM

Q4 What are the amounts of these bonuses, if offered?

Answered: 5 Skipped: 24

#	RESPONSES	DATE
1	Up to $3,000 for "highly competitive positions and/or positions in which no qualified candidates are identified upon initial advertisement and recruitment". Recipients must maintain employment with the City for 180 days or it must be repaid.	11/17/2022 1:34 PM
2	0	11/16/2022 9:51 PM
3	$500 taxable non pensionable payment per referral after 6 months of hire date.	11/16/2022 4:10 PM
4	NA	11/16/2022 3:41 PM
5	N/A	11/16/2022 3:28 PM

#1

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, November 16, 2022 3:14:12 PM
Last Modified:	Wednesday, November 16, 2022 3:14:35 PM
Time Spent:	00:00:22
IP Address:	66.161.246.158

Page 1

Q1

What is your name and jurisdiction?

Krista Blum
Village of Lockland

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#2

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, November 16, 2022 3:14:46 PM
Last Modified:	Wednesday, November 16, 2022 3:15:00 PM
Time Spent:	00:00:14
IP Address:	198.24.118.90

Page 1

Q1

What is your name and jurisdiction?

Lincoln Heights

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#3

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, November 16, 2022 3:19:18 PM
Last Modified:	Wednesday, November 16, 2022 3:20:06 PM
Time Spent:	00:00:47
IP Address:	74.215.199.208

Page 1

Q1

What is your name and jurisdiction?

Mel Taylor, Columbia Township (Hamilton Co)

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#4

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, November 16, 2022 3:22:25 PM
Last Modified:	Wednesday, November 16, 2022 3:23:04 PM
Time Spent:	00:00:38
IP Address:	69.61.229.154

Page 1

Q1

What is your name and jurisdiction?

Jeff Wright, Miami Township, Clermont County

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#5

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, November 16, 2022 3:24:21 PM
Last Modified:	Wednesday, November 16, 2022 3:24:35 PM
Time Spent:	00:00:14
IP Address:	216.68.204.86

Page 1

Q1

What is your name and jurisdiction?

Jennifer Kaminer, Village of Fairfax

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#6

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, November 16, 2022 3:24:19 PM
Last Modified:	Wednesday, November 16, 2022 3:24:41 PM
Time Spent:	00:00:21
IP Address:	70.60.183.2

Page 1

Q1

What is your name and jurisdiction?

Rusty Herzog, Wyoming

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#7

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, November 16, 2022 3:27:47 PM
Last Modified:	Wednesday, November 16, 2022 3:28:13 PM
Time Spent:	00:00:26
IP Address:	70.61.148.147

Page 1

Q1

What is your name and jurisdiction?

Larry Mullins - Springfield Township

Q2 **No**

Do you offer/have you offered signing bonuses for a new hire?

Q3 **No**

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

Q4

What are the amounts of these bonuses, if offered?

N/A

#8

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, November 16, 2022 3:29:23 PM
Last Modified:	Wednesday, November 16, 2022 3:29:45 PM
Time Spent:	00:00:22
IP Address:	216.48.130.162

Page 1

Q1

What is your name and jurisdiction?

Brian Uhl
City of Springdale

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#9

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, November 16, 2022 3:40:52 PM
Last Modified:	Wednesday, November 16, 2022 3:41:18 PM
Time Spent:	00:00:25
IP Address:	76.190.87.50

Page 1

Q1

What is your name and jurisdiction?

Moeller/Madeira

Q2 **No**

Do you offer/have you offered signing bonuses for a new hire?

Q3 **No**

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

Q4

What are the amounts of these bonuses, if offered?

NA

#10

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, November 16, 2022 3:44:40 PM
Last Modified:	Wednesday, November 16, 2022 3:45:11 PM
Time Spent:	00:00:30
IP Address:	12.69.182.2

Page 1

Q1

What is your name and jurisdiction?

Jeff Papanek - Washington Township, Montgomery County

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#11

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, November 16, 2022 3:46:23 PM
Last Modified:	Wednesday, November 16, 2022 3:47:12 PM
Time Spent:	00:00:49
IP Address:	66.42.140.2

Page 1

Q1

What is your name and jurisdiction?

Kelli Kline - City of Lebanon

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#12

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, November 16, 2022 3:50:27 PM
Last Modified:	Wednesday, November 16, 2022 3:50:46 PM
Time Spent:	00:00:18
IP Address:	216.68.27.226

Page 1

Q1

What is your name and jurisdiction?

City of Montgomery

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#13

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, November 16, 2022 4:05:33 PM
Last Modified: Wednesday, November 16, 2022 4:05:50 PM
Time Spent: 00:00:17
IP Address: 76.190.117.50

Page 1

Q1

What is your name and jurisdiction?

Clayton

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#14

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, November 16, 2022 4:08:02 PM
Last Modified:	Wednesday, November 16, 2022 4:08:29 PM
Time Spent:	00:00:26
IP Address:	216.196.183.170

Page 1

Q1

What is your name and jurisdiction?

Sarah Hunold - City of Monroe

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#15

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, November 16, 2022 4:06:06 PM
Last Modified: Wednesday, November 16, 2022 4:10:21 PM
Time Spent: 00:04:15
IP Address: 72.49.71.254

Page 1

Q1

What is your name and jurisdiction?

Ron Hirth
Golf Manor

Q2

Do you offer/have you offered signing bonuses for a new hire?

Other (please specify):
See 3

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

Other (please specify):
We are currently considering the practice

Q4

What are the amounts of these bonuses, if offered?

$500 taxable non pensionable payment per referral after 6 months of hire date.

#16

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, November 16, 2022 4:34:53 PM
Last Modified:	Wednesday, November 16, 2022 4:35:23 PM
Time Spent:	00:00:30
IP Address:	70.61.148.136

Page 1

Q1

What is your name and jurisdiction?

Evonne Kovach, Greenhills

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#17

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, November 16, 2022 4:45:51 PM
Last Modified:	Wednesday, November 16, 2022 4:46:11 PM
Time Spent:	00:00:19
IP Address:	216.196.229.222

Page 1

Q1

What is your name and jurisdiction?

Jessica Chaney - Indian Hill

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#18

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, November 16, 2022 5:25:50 PM
Last Modified:	Wednesday, November 16, 2022 5:26:16 PM
Time Spent:	00:00:25
IP Address:	174.207.238.83

Page 1

Q1

What is your name and jurisdiction?

City of Mason

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#19

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, November 16, 2022 8:47:23 PM
Last Modified:	Wednesday, November 16, 2022 8:47:58 PM
Time Spent:	00:00:35
IP Address:	69.61.243.170

Page 1

Q1

What is your name and jurisdiction?

Scot Lahrmer

Amberley Village

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#20

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, November 16, 2022 9:50:26 PM
Last Modified:	Wednesday, November 16, 2022 9:50:46 PM
Time Spent:	00:00:20
IP Address:	69.61.193.21

Page 1

Q1

What is your name and jurisdiction?

City of Deer park

Q2 **No**

Do you offer/have you offered signing bonuses for a new hire?

Q3 **No**

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

Q4

What are the amounts of these bonuses, if offered?

0

#21

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, November 17, 2022 7:18:52 AM
Last Modified: Thursday, November 17, 2022 7:19:20 AM
Time Spent: 00:00:27
IP Address: 50.5.205.229

Page 1

Q1

What is your name and jurisdiction?

Village of Glendale

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#22

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, November 17, 2022 8:06:48 AM
Last Modified: Thursday, November 17, 2022 8:07:06 AM
Time Spent: 00:00:18
IP Address: 70.60.151.34

Page 1

Q1

What is your name and jurisdiction?

Silverton Jack Cameron

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#23

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, November 17, 2022 8:30:13 AM
Last Modified: Thursday, November 17, 2022 8:30:51 AM
Time Spent: 00:00:38
IP Address: 69.61.162.234

Page 1

Q1

What is your name and jurisdiction?

Claudia Carroll/Pierce Township

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#24

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, November 17, 2022 11:54:26 AM
Last Modified: Thursday, November 17, 2022 11:54:53 AM
Time Spent: 00:00:26
IP Address: 216.196.128.138

Page 1

Q1

What is your name and jurisdiction?

Chief Scott Noel Blue Ash PD

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#25

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, November 17, 2022 12:34:55 PM
Last Modified: Thursday, November 17, 2022 12:35:28 PM
Time Spent: 00:00:32
IP Address: 66.161.159.90

Page 1

Q1

What is your name and jurisdiction?

Darlene Feldmann

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#26

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, November 17, 2022 1:28:47 PM
Last Modified: Thursday, November 17, 2022 1:33:46 PM
Time Spent: 00:04:59
IP Address: 216.48.130.194

Page 1

Q1

What is your name and jurisdiction?

Julie Klehamer, City of Middletown

Q2

Do you offer/have you offered signing bonuses for a new hire?

Yes

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Up to $3,000 for "highly competitive positions and/or positions in which no qualified candidates are identified upon initial advertisement and recruitment". Recipients must maintain employment with the City for 180 days or it must be repaid.

#27

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Thursday, November 17, 2022 2:45:00 PM
Last Modified:	Thursday, November 17, 2022 2:45:18 PM
Time Spent:	00:00:18
IP Address:	216.196.128.138

Page 1

Q1

What is your name and jurisdiction?

Lori Chaney, City of Blue Ash

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#28

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Thursday, November 17, 2022 3:47:44 PM
Last Modified:	Thursday, November 17, 2022 3:48:41 PM
Time Spent:	00:00:56
IP Address:	98.28.198.233

Page 1

Q1

What is your name and jurisdiction?

Skylor Miller, Sycamore Township

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question

#29

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Friday, November 18, 2022 10:21:45 AM
Last Modified:	Friday, November 18, 2022 10:22:07 AM
Time Spent:	00:00:21
IP Address:	66.161.250.150

Page 1

Q1

What is your name and jurisdiction?

Melanie Hermes; Delhi Township

Q2

Do you offer/have you offered signing bonuses for a new hire?

No

Q3

Do you offer/have you offered referral bonuses for current employees who refer new hires to positions in the municipality?

No

Q4

What are the amounts of these bonuses, if offered?

Respondent skipped this question