

RECRUITMENT PERCENTAGES

Population	Do you Feel it is Difficult to Attract Applicants with the Skills Your Municipal Government Needs?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall Percentages	35.80%	38.27%	22.22%	3.70%	0.00%
Over 20,000	9.09%	63.64%	27.27%	0.00%	0.00%
10,000 to 19,999	33.33%	50.00%	16.67%	0.00%	0.00%
5,000 to 9,999	27.27%	54.55%	9.09%	9.09%	0.00%
1,000 to 4,999	31.58%	31.58%	31.58%	5.26%	0.00%
1 to 999	100.00%	0.00%	0.00%	0.00%	0.00%

Population	What is the Most Common Recruitment Strategy to Fill Positions Within Your City?					
	Internal Postings	External Postings (City Website)	Ads through 3rd Party Website	Ads through Social Media Website	In-Person Application	Employee Referral
Overall Percentages	5.70%	19.62%	15.19%	15.19%	31.01%	13.29%
Over 20,000	0.00%	14.29%	14.29%	14.29%	14.29%	42.86%
10,000 to 19,999	8.00%	12.00%	12.00%	16.00%	32.00%	20.00%
5,000 to 9,999	0.00%	18.18%	27.27%	18.18%	36.36%	0.00%
1,000 to 4,999	3.45%	15.52%	13.79%	17.24%	39.66%	10.34%
1 to 999	10.00%	30.00%	16.00%	12.00%	24.00%	8.00%

Population	Do you Believe Your Municipality is Able to Pay What the Labor Market Demands?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall Percentages	37.61%	31.19%	26.61%	3.67%	0.92%
Over 20,000	36.36%	36.36%	27.27%	0.00%	0.00%
10,000 to 19,999	50.00%	41.67%	8.33%	0.00%	0.00%
5,000 to 9,999	36.36%	27.27%	27.27%	9.09%	0.00%
1,000 to 4,999	41.03%	23.08%	30.77%	5.13%	0.00%
1 to 999	30.56%	36.11%	27.78%	2.78%	2.78%