



"...meeting community needs...enhancing quality of life."

**PARKS, RECREATION & FACILITIES
MANAGEMENT**

Dean R. Gazza, Director

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TO: Finance Committee

FROM: Dean R. Gazza

DATE: 3/21/2022

RE: Action: Request to appropriate funding authority to pay Parks & Recreation Seasonal Employee incentives.

The lack of applicants and increasing competition for wages both locally and nationally has required Parks & Recreation and Human Resources to develop new strategies to hire and retain seasonal employees. The Parks & Recreation department hires approximately 275 seasonal employees annually. By the end of February/early March we have reassessed our ability to fill positions for the upcoming summer. This year, the lack of applicants in some areas has been much higher than years past requiring us to incentivize potential candidates and those that are hired.

The areas in which we are experiencing a significant decrease in applicants are in our grounds maintenance, lifeguards, slide attendants and umpires. In addition, we have already taken steps to recruit pool managers. These positions make up approximately 125 seasonal employees.

After collaborative work with Human Resources we have developed various strategies focusing on not only recruitment, but also on retention through the end of summer. The following plan has been developed:

- Hiring Bonus - \$100 (Must work through July 31st)
- Retention Bonus - \$100 (Must work through August 26th)
- An increase of \$1 per each hour worked on Friday, Saturday & Sunday
- Referral Bonus - \$50 for each person referred and hired
- An increase of \$1 per hour during the months of April, September, and October

To mitigate the cost, impact the department is reviewing ways to increase offsetting revenues and to reduce expenses. For any funding that cannot be offset, we will look to wage reserves for any remaining excess costs.

Please contact me at 832-5572 or at dean.gazza@appleton.org with any questions.