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From the Executive Director of Milwaukee County Parks requesting authorization to provide financial incentives to seasonal employees to fill seasonal employment vacancies, by recommending adoption of the following:

**A RESOLUTION**

WHEREAS, in recent years, the Department of Parks, Recreation, and Culture (DPRC) has been challenged to fill a variety of seasonal employment positions at various locations within our system, and in response to the ongoing challenge to hire our desired number of seasonal staffing positions, wages have been increased to attract candidates to apply for these opportunities; and

WHEREAS, due to less than full DPRC seasonal staffing levels in 2023, many recreational services that are routinely offered to the public, such as aquatic facilities and restrooms, were inaccessible to the public; and

WHEREAS, in anticipation of increasing the number of seasonal employees hired in 2024, DPRC seeks authorization to provide additional recruitment and retention incentives; and

WHEREAS, funding to support this initiative was approved by the Milwaukee County Board of Supervisors in adopted File No. 24-115, and the source of funding is 2024 Adopted Budget Amendment 42; and

WHEREAS, the Committee on Personnel, at its meeting of March 5, 2024, recommended adoption of File No. 24-319 (vote 5-0); now, therefore,

BE IT RESOLVED, the Department of Parks, Recreation, and Culture (DPRC) is hereby authorized to implement a bonus structure for returning seasonal employees and a referral bonus structure program; and

BE IT FURTHER RESOLVED, DPRC is subsequently authorized to compensate newly referred and hired seasonal employees \$100, should they work a minimum requirement of hours defined by DPRC in the season for which they are hired.