

COUNTY OF MILWAUKEE
Inter-Office Communication

Date: February 17, 2023
To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors
From: Guy Smith, Executive Director, Milwaukee County Parks
Subject: New Parks Seasonal Employee Recruitment Incentives
File Type: Action Report

REQUEST

The Parks Department requests authorization to provide financial incentives to seasonal employees to fill seasonal employment vacancies.

POLICY

None

Wisconsin State Statutes:	
Milwaukee County Code of General Ordinances:	
Specific Adopted Budget:	
Specific Adopted Budget Amendment:	2023 Amendment 01
Specific Adopted Capital Project:	

BACKGROUND

In recent years, Milwaukee County Parks has been challenged to fill a variety of seasonal employment positions at various locations within our system. In response to the ongoing struggle to hire our desired number of seasonal staffing positions, wages have been increased to attract candidates to apply for these opportunities.

Due to less than full seasonal staffing levels in 2022, in anticipation of increasing the number of seasonal employees hired, Parks requests the ability to offer the following new incentives for seasonal staff:

Returning Parks seasonal employees could earn an additional \$100 for each seasonal employee that they refer to join the Parks workforce. This returning employee would be eligible to refer up to five (5) new seasonal employees and receive a maximum of \$500 worth of referral incentives.

New Parks seasonal employees who have been referred by a returning seasonal employee would also receive a \$100 incentive. Newly referred seasonal employees would be eligible for this incentive by indicating the referring employee when submitting

their employment application and by completing 250 hours of seasonal employment within the 2023 calendar year.

In conjunction with Milwaukee County Human Resources, Parks is continually identifying ways to attract and retain employees and fill our employment opportunities. This proposed incentive is new and other incentive opportunities from prior years for seasonal lifeguard recruitment would remain in place for 2023.

Funding to support this initiative was approved by the Milwaukee County Board of Supervisors in File #23-103 the source of which was 2023 Budget Amendment 01.

Related File No's:	
Associated File No's (Including Transfer Packets):	
Previous Action Date(s):	

ALIGNMENT TO STRATEGIC PLAN

Describe how the item aligns to the objectives in the [strategic plan](#):

- 1A: Reflect the full diversity of the County at every level of County government
- 1B: Create and nurture an inclusive culture across County government
- 3B: Enhance the County's fiscal health and sustainability
- 3C: Dismantle barriers to diverse and inclusive communities

FISCAL EFFECT

None

TERMS

This incentive option would remain in place for future years unless changed or discontinued, pending funds available.

VIRTUAL MEETING INVITES

Ermira Hayes, HR Business Partner, Milwaukee County Human Resources
Jeffrey Orłowski, Director of Recreation and Business Services, Parks

PREPARED BY:

Jeffrey Orłowski, Director of Recreation and Business Services, Parks

APPROVED BY:

Guy Smith, Executive Director Milwaukee County Parks *Guy Smith*

ATTACHMENTS:

Resolution
Fiscal Note

CC:

David Crowley, County Executive
Mary Jo Meyers, Chief of Staff, County Executive's Office
Sheldon Wasserman, Supervisor District 3, PEEC Chair
Steven Shea, Supervisor District 8, PEEC Vice Chair
Felicia Martin, Supervisor District 7, PEEC Member
Juan Miguel Martinez, Supervisor District 12, PEEC Member
Steve Taylor, Supervisor District 17, PEEC Member
Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Janelle M. Jensen, Legislative Services Division Mgr, Office of the County Clerk
Aaron Hertzberg, Director, Department of Administrative Services
Joseph Lamers, Fiscal & Budget Director, DAS
Vince Masterson, Fiscal & Strategic Asset Coordinator, DAS
Pamela Bryant, Capital Finance Manager, Comptroller's Office
Justin Rodriguez, Capital Finance Analyst, Comptroller's Office
Kelsey Evans, Committee Coordinator, Office of the County Clerk
Ciara Miller, Research & Policy Analyst, Office of the Comptroller
Anthony Rux, Budget & Management Analyst, DAS-PSB