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From the Executive Director of Parks requesting authorization to provide financial incentives to seasonal employees to help 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 2022, many recreational services that are offered to the public, such as wading pools and restrooms, were inaccessible to the public; and

WHEREAS, in anticipation of increasing the number of seasonal employees hired in 2023, 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 File No. 23-103, and the source of funding is 2023 Adopted Budget Amendment 01; and

WHEREAS, the Committee on Personnel, at its meeting of March 7, 2023, recommended adoption of File No. 23-310 (vote 4-0); now, therefore,

BE IT RESOLVED, the Department of Parks, Recreation, and Culture (DPRC) is hereby authorized to compensate returning seasonal employees \$100 for each new seasonal employee that they refer, with a limit of up to five referrals per employee; and

BE IT FURTHER RESOLVED, DPRC is subsequently authorized to compensate newly referred and hired seasonal employees \$100 should they work a minimum of 250 hours within the 2023 calendar year, and indicate the referring employee on their application at time of application submittal.