



City of Racine, Wisconsin
Agenda BRIEFING MEMORADUM

AGENDA DATE: 8/12/2024

SUBJECT:

Communication sponsored by Alder Horton, requesting a \$400 retention bonus for all 2024 Lifeguards and Lifeguard Supervisors, on their last check, if continued employment through August 11, 2024.

DEPARTMENT: Parks, Recreation and Cultural Services (PRCS)

PREPARED BY: Jason Mars-Recreation Superintendent

EXECUTIVE SUMMARY:

Staff Recommends approving a \$400 retention bonus for all 2024 Lifeguards and Lifeguard Supervisors, on their last check, if continued employment through August 11, 2024.

BACKGROUND & ANALYSIS:

In 2023, Lifeguards had a \$400.00 bonus included in budget and approved to expand recruitment due to Racine County and YMCA including bonus for the small pool of Lifeguards we are competing to recruit to keep the safety of North Beach and Zoo Beach a top priority for citizens of Racine.

PRCS did not add the required verbiage last year to cover in 2024 in original request last year to cover this year, but added the needed funds in 2024 to continue this important practice. This was an important recruitment incentive to meet the needs of continuing to guard are beaches 7 days a week and had support of Mayor and HR.

BUDGETARY IMPACT:

Approximately 26 Lifeguard workers costing roughly \$10,400.00.
Funded by Recreation Part-Time Salaries Account budgeted in 2024.

RECOMMENDED ACTION:

Staff Recommendation to the Finance & Personnel Committee on July 8, 2024: To approve a \$400 retention bonus for all 2024 Lifeguards and Lifeguard Supervisors, on their last check, if continued employment through August 11, 2024.