



City of Racine, Wisconsin
Agenda BRIEFING MEMORADUM

AGENDA DATE: 12/8/25

Subject: Communication sponsored by Mayor Mason and Alder Horton requesting a retention bonus for all 2026 seasonal Lifeguards and Supervisors. Eligible employees who remain employed through August 16, 2026 and work 240 hours or more during the season will receive a \$400 retention bonus, paid on their final paycheck. Part-time Lifeguards who work fewer than 240 hours during the same period will be eligible for a \$200 retention bonus.

Hours worked will be tracked and verified by the North Beach Supervisor.

DEPARTMENT: Parks, Recreation and Cultural Services (PRCS)

PREPARED BY: Jason Mars-Recreation Superintendent

Staff Recommendation to the Finance & Personnel Committee on 12/8/2025: To approve a retention bonus for all 2026 seasonal Lifeguards and Supervisors. Eligible employees who remain employed through August 16, 2026 and work 240 hours or more during the season will receive a \$400 retention bonus, paid on their final paycheck. Part-time Lifeguards who work fewer than 240 hours during the same period will be eligible for a \$200 retention bonus.

BACKGROUND & ANALYSIS:

In 2025, 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.

BUDGETARY IMPACT:

Approximately 26 Lifeguard workers costing roughly \$10,000.

Funded by Recreation Part-Time Salaries Account budgeted in 2026.

RECOMMENDED ACTION:

Staff Recommendation to the Finance & Personnel Committee on 12/8/2025: To approve a retention bonus for all 2026 seasonal Lifeguards and Supervisors. Eligible employees who remain employed through August 16, 2026 and work 240 hours or more during the season will receive a \$400 retention bonus, paid on their final paycheck. Part-time Lifeguards who work fewer than 240 hours during the same period will be eligible for a \$200 retention bonus.