



City of Racine, Wisconsin
Agenda BRIEFING MEMORADUM

AGENDA DATE: 11/11/2024

SUBJECT:

Communication sponsored by Alder Horton, requesting a \$400 retention bonus for all 2025 Lifeguards and Lifeguard Supervisors, on their last check, if continued employment through August 10, 2025.

DEPARTMENT: Parks, Recreation and Cultural Services (PRCS)

PREPARED BY: Jason Mars-Recreation Superintendent

EXECUTIVE SUMMARY:

Staff Recommends approving a \$400 retention bonus for all 2025 Lifeguards and Lifeguard Supervisors, on their last check, if continued employment through August 10, 2025.

BACKGROUND & ANALYSIS:

In 2023 & 2024, 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.

This was an important recruitment incentive to meet the needs of continuing to guard our 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 2025.

RECOMMENDED ACTION:

Staff Recommendation to the Finance & Personnel Committee on November 11, 2024:

To approve a \$400 retention bonus for all 2025 Lifeguards and Lifeguard Supervisors, on their last check, if continued employment through August 10, 2025.