



## AGENDA ITEM SUMMARY FORM

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**MEETING DATE:** 1/28/2025

**PREPARED BY:** Megan Mainer, Director of Parks & Recreation

**AGENDA CONTENT:** Discussion and possible action on a hiring freeze and suspension of overtime and comp time for Angleton Recreation Center, Recreation, and Parks & ROW Divisions.

**AGENDA ITEM SECTION:** Regular Agenda

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**BUDGETED AMOUNT:** Fund 01-550, Fund 50, Fund 60      **FUNDS REQUESTED:** 01-550 – based on Special Event pay and OT for park rentals, Fund 50 – based on programs and events, & Fund 60 – based on staff needs for facility coverage

**FUND:** Various in Fund 01-550, Fund 50, & Fund 60

### EXECUTIVE SUMMARY:

On January 8, 2025, the City Manager instituted a hiring freeze for all departments effective immediately except for Finance and Police Departments and suspended overtime and comp time for all departments except for the Police and Public Works Departments.

Staff expressed concerns with the directive due to the nature of city service delivery. Many departments routinely work outside of the set schedules established by the work hours policy enclosed, which was implemented on 10/1/23.

The policy specifies “The City of Angleton Recreation Center and the Recreation Division Staff may have varying hours based on established operating hours, and programming.” The Director requested the policy be extended to park operations since many operations specifically related to Parks & Recreation impact revenue generation (e.g. park rentals, emergency repairs, and event support).

Parks & Recreation leadership is working with staff to minimize unnecessary use of PTO and comp time by adjusting weekly schedules to align with planned programs, events, and rentals. However,

unexpected maintenance issues outside scheduled operating hours, staff call-ins requiring facility coverage, and customer service demands can disrupt these plans and impact service delivery.

Additionally, Angleton Recreation Center relies on part-time employees, including front desk attendants, facility assistants, lifeguards, and seasonal staff, whose schedules are based on the facility's hours of operation or revenue-generating programs. Instituting a hiring freeze for these positions would negatively affect the center's operations. Insufficient staffing could lead to a reduction in services, which would likely decrease revenue generation.

Furthermore, the Texas Municipal Retirement System (TMRS) mandates that employees who work 1,000 or more hours annually be enrolled in TMRS to receive retirement benefits. Maintaining normal staffing levels enables leadership to ensure part-time employees remain under this threshold. A hiring freeze would hinder this ability, potentially leading to non-compliance with TMRS regulations and increasing future funding obligations.

Staff were directed to take concerns about the hiring freeze and suspension of overtime and comp time to ABLC. On January 27, the Angleton Better Living Corporation met to discuss the hiring freeze and suspension of overtime and comp time for Angleton Recreation Center, Recreation, and Parks & ROW Divisions.

**RECOMMENDATION:**

Staff recommends the City Council consider the information presented and provide parks and recreation staff with direction regarding the hiring freeze and the suspension of PTO and comp time to the Angleton Recreation Center, Recreation, and Parks & ROW Divisions for revenue-generating services.