



AGENDA ITEM SUMMARY FORM

MEETING DATE: 2/18/2025

PREPARED BY: Megan Mainer, Director of Parks & Recreation

AGENDA CONTENT: Discussion and possible action on the hiring freeze for Front Desk, Facility Assistant, Water Safety Instructors, and seasonal summer and track camp staff.

AGENDA ITEM SECTION: Regular Agenda

BUDGETED AMOUNT: Fund 50, Fund 60 **FUNDS REQUESTED:** Fund 50 – based on programs/events, & Fund 60 – based on staff needs for facility coverage

FUND: Fund 50, Fund 60

EXECUTIVE SUMMARY:

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

At the January 27, 2025, meeting, the Angleton Better Living Corporation approved the lifting of the hiring freeze for lifeguards only but requested additional information regarding the operational impact on the Angleton Recreation Center and the Recreation Division before considering lifting the freeze for Front Desk Clerks, Facility Assistants, Water Safety Instructors, Seasonal Program Assistants, and Track Coaches.

Staff have provided a detailed overview of the current staffing structure and operational needs of both the ARC and the Recreation Division to demonstrate the necessity of lifting the hiring freeze for these positions.

Angleton Recreation Center relies on part-time employees 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.

Summer Camp and Track Camp, two key programs, would be heavily impacted by the hiring freeze. Summer Camp offers a safe, enriching space for kids while parents work and generates revenue that supports other recreation programs. Track Camp provides youth with athletic training,

teamwork, and competition opportunities, promoting fitness and community engagement. Reduced staffing would prevent the camps from operating at the necessary capacity, impacting families who rely on these services. Without the ability to fill these positions, Summer Camp and Track Camp would likely be canceled, eliminating valuable programs for youth and the revenue they generate.

The updated cost recovery report shows how recreation programs align with the cost recovery model. This report provides insight into program sustainability and financial performance, highlighting the importance of these programs in maintaining revenue and supporting other recreation initiatives.

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.

RECOMMENDATION:

Staff recommends the Angleton Better Living Corporation consider the information presented and provide a recommendation to the City Council regarding the hiring freeze for Angleton Recreation Center and Recreation Division revenue-generating services.