

# Capitola City Council

## Agenda Report



**Meeting:** March 28, 2024

**From:** City Manager Department

**Subject:** Temporary/Seasonal Completion Bonus Offer

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**Recommended Action:** Authorize a \$100 signing bonus and \$400 completion bonus for those temporary/seasonal employees who work at least 300 hours as part of the 2024 summer lifeguard season.

**Background:** The City of Capitola's summer lifeguard season typically involves onboarding an estimated 35 temporary/seasonal workers to fill Beach Lifeguard and Lifeguard Lieutenant roles. These roles staff the Junior Lifeguard program and provide public safety at Capitola Beach.

**Discussion:** The City of Santa Cruz also hires temporary/seasonal workers to staff the City's lifeguard program, however, their pay rate is significantly higher than the City of Capitola's. To competitively recruit and hire necessary temporary/seasonal workers, staff recommends implementing a new bonus program for the 2024 season. This would include a \$100 signing bonus for new temporary/seasonal workers and a \$400 completion bonus for all temporary/seasonal workers in Beach Lifeguard and Lifeguard Lieutenant roles who work at least 300 hours as part of the 2024 summer season. Not only will these bonuses allow for more competitive recruitment with our neighboring agency, but the completion bonus will serve as an incentive for temporary/seasonal workers to stay with the City until the end of the summer season. A typical temporary/seasonal lifeguard works about 400 hours total, and retention at the end of summer has been a challenge.

**Fiscal Impact:** Costs associated with the proposed adjustment are less than \$16,000. Staff estimates no more than 32 temporary/seasonal workers will qualify for both the \$100 signing and \$400 completion bonuses.

**Report Prepared By:** Chloé Woodmansee, Assistant to the City Manager

**Reviewed By:** Nikki Bryant LeBlond, Recreation Division Manager; Julia Gautho, City Clerk

**Approved By:** Jamie Goldstein, City Manager