

**FY 2023-2024 BUDGET QUESTION**  
***Response to Request for Information***

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DEPARTMENT(S): Parks and Recreation Department

CBQ NO.: 151

REQUESTED BY: Vela

DATE REQUESTED: 07/27/2023

DATE POSTED: 08/07/2023

REQUEST: Please provide an explanation of what funding would be required to provide longevity pay rate increases or bonuses to encourage lifeguards to return each summer similar to the step raises received by EMS, Police, and Fire department employees.

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**RESPONSE:**

It is unknown at this time how much funding it would take to develop a longevity pay system for temporary lifeguard employees. The step raises system set up for EMS , police, and fire department employees were created for permanent FTEs versus temporary employees.

As part of the process of establishing an Aquatics job family pay structure, PARD can explore the possibility of creating a longevity incentive program.