



22           **WHEREAS**, the Parks & Recreation Department (PARC) has  
23           communicated that if the City is unable to hire enough lifeguards, pools may not be  
24           able to open or operate at full capacity; and

25           **WHEREAS**, PARC has communicated that if the City is unable to hire  
26           enough summer camp staff that there may be a need to lower capacity to meet our  
27           childcare ordinance staff to child ratios; and

28           **WHEREAS**, PARC has communicated that if the City is unable to hire  
29           enough operations and maintenance seasonal staff that there may be reduced  
30           service levels for parks grounds and amenities; and

31           **WHEREAS**, PARC has launched a marketing campaign to hire temporary  
32           employees at an advertised \$15 per hour minimum with a summer completion  
33           bonus; and

34           **WHEREAS**, persons wishing to become a lifeguard are required to pay for  
35           uniforms and a \$20.00 training fee before they start working; and

36           **WHEREAS**, the seasons of 2018 and 2019 were record years for lifeguards,  
37           hiring more than 850 lifeguards for the summer of 2019; and

38           **WHEREAS**, lifeguarding is a critical and character-building role that  
39           requires life and death training and decision-making skills and teaches young  
40           people important life skills; **NOW, THEREFORE,**

41           **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

42           The City Manager is directed to explore and consider further strategies to  
43           incentivize the hiring of PARC employees including but not limited to:

- 44 • waiving the training fees required to become a lifeguard;
- 45 • providing additional summer completion bonuses;
- 46 • increasing hourly pay;
- 47 • implementing longevity pay for temporary employees who return for
- 48 consecutive seasons;
- 49 • hiring additional full-time equivalent (FTE) lifeguards and offering
- 50 permanent employee status and/or benefits for certain employee
- 51 classifications or commitments;
- 52 • increasing funding for the marketing and recruitment of lifeguards and
- 53 temporary PARD staff; and
- 54 • working with the Austin Parks Foundation and other stakeholders on
- 55 creative funding solutions.

56 **BE IT FURTHER RESOLVED:**

57 The City Manager is directed to report back to Council with potential  
58 strategies and budget amendments, if required, for Council consideration by April  
59 7, 2022.

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61 **ADOPTED:** \_\_\_\_\_, 2022 **ATTEST:** \_\_\_\_\_

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Myrna Rios  
City Clerk