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RESOLUTION NO.

WHEREAS, the City is facing a shortage of temporary seasonal employees
as we head into the peak operational months of summer, which include lifeguards,
camp counselors, cashiers, and more; and

WHEREAS, there are currently 33 operational pools in Austin for which
750 temporary lifeguards are needed to sustain summer operations and a lesser
number to operate year-round pools; and

8 WHEREAS, there are 8 weeks of playground programs and 10 weeks of 9 summer camp for which 330 temporary employees are needed to sustain summer 10 programming and a lesser number to operate after-school/out-of-school time 11 activities; and

WHEREAS, there are dozens of operations and maintenance positions that also require temporary employees, including cashiers, grounds workers, facilities workers, building assistants, administrative staff, and athletic staff to sustain both summer seasonal operations and year-round programs and services; and

WHEREAS, many pools and programs have been closed or have had
reduced capacity for the past two years due to the COVID-19 pandemic, resulting
in a smaller workforce; and

WHEREAS, nationally, workers are seeking higher wages, flexible work
schedules, and generous benefits, resulting in workforce shortages across the
country; and

WHEREAS, the Parks & Recreation Department (PARD) has 22 communicated that if the City is unable to hire enough lifeguards, pools may not be 23 able to open or operate at full capacity; and 24 WHEREAS, PARD has communicated that if the City is unable to hire 25 enough summer camp staff that there may be a need to lower capacity to meet our 26 childcare ordinance staff to child ratios; and 27 WHEREAS, PARD has communicated that if the City is unable to hire 28 29 enough operations and maintenance seasonal staff that there may be reduced service levels for parks grounds and amenities; and 30 **WHEREAS**, PARD has launched a marketing campaign to hire temporary 31 employees at an advertised \$15 per hour minimum with a summer completion 32 33 bonus; and WHEREAS, persons wishing to become a lifeguard are required to pay for 34 35 uniforms and a \$20.00 training fee before they start working; and WHEREAS, the seasons of 2018 and 2019 were record years for lifeguards, 36 hiring more than 850 lifeguards for the summer of 2019; and 37 **WHEREAS**, lifeguarding is a critical and character-building role that 38 requires life and death training and decision-making skills and teaches young 39 people important life skills; NOW, THEREFORE, 40 BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN: 41 The City Manager is directed to explore and consider further strategies to 42 incentivize the hiring of PARD employees including but not limited to: 43

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:
62 63	Myrna Rios City Clerk
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