



City of Appleton

100 North Appleton Street
Appleton, WI 54911-4799
www.appleton.org

Meeting Agenda - Final Parks and Recreation Committee

Monday, March 21, 2022

6:30 PM

Council Chambers, 6th Floor

1. Call meeting to order
2. Roll call of membership
3. Approval of minutes from previous meeting
[22-0376](#) Minutes of the February 7, 2022 Parks & Recreation Committee Meeting

Attachments: [Minutes of the 2-7-22 P & R Meeting.pdf](#)

4. Public Hearings/Apearances

5. Action Items

6. Information Items

[22-0390](#) Information Item: Parks & Recreation Seasonal Employee Incentives

Attachments: [2022 Seasonal Pay \(P&R\).docx](#)

[22-0377](#) Information Item: Parks & Recreation Project Updates

7. Adjournment

Notice is hereby given that a quorum of the Common Council may be present during this meeting, although no Council action will be taken.

Reasonable Accommodations for Persons with Disabilities will be made upon Request and if Feasible.

If you have any questions regarding this agenda, please contact the Parks, Recreation & Facilities Management Department at 920.832.5514



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Meeting Minutes - Final Parks and Recreation Committee

Monday, February 7, 2022

6:30 PM

Council Chambers, 6th Floor

1. Call meeting to order

The meeting was called to order at 6:30 p.m.

2. Roll call of membership

Others: Dean Gazza, Tom Flick, Jeff Plasschaert, Niki Wendt, Greg Hoekstra-Parks, Recreation & Facilities Management Department

Present: 5 - Martin, Schultz, Van Zeeland, Wolff and Prohaska

3. Approval of minutes from previous meeting

Aldersperson Prohaska moved, seconded by Aldersperson Van Zeeland, that the Minutes of the January 24, 2022 Parks & Recreation Committee Meeting be approved. Roll Call. Motion carried by the following vote:

Aye: 5 - Martin, Schultz, Van Zeeland, Wolff and Prohaska

[22-0080](#)

Minutes of the January 24, 2022 Parks & Recreation Committee Meeting

Attachments: [Minutes of the 01-24-22 P & R Meeting.pdf](#)

4. Public Hearings/Appealances

None

5. Action Items

None

6. Information Items

[22-0081](#)

Reid Golf Course 2021 Annual Report

Attachments: [2021 Reid Annual Report.pdf](#)

This item was presented

[22-0082](#)

Recreation Division 2021 Annual Report

Attachments: [2021 Recreation Division Year End Report.pdf](#)

This item was presented

[22-0095](#)

Grounds Division 2021 Annual Report

Attachments: [2021 Grounds Year End Report.pdf](#)

This item was presented

7. Adjournment

The meeting was adjourned at 7:19 p.m.

Aldersperson Van Zeeland moved, seconded by Aldersperson Prohaska, that the meeting be adjourned. Roll Call. Motion carried by the following vote:

Aye: 5 - Martin, Schultz, Van Zeeland, Wolff and Prohaska



"...meeting community needs...enhancing quality of life."

**PARKS, RECREATION & FACILITIES
MANAGEMENT**

Dean R. Gazza, Director

1819 East Witzke Boulevard
Appleton, Wisconsin 54911-8401
(920) 832-5572 FAX (920) 993-3103
Email - dean.gazza@appleton.org

TO: Parks & Recreation Committee
FROM: Dean R. Gazza
DATE: 3/21/2022
RE: Information: Parks & Recreation Seasonal Employee Incentives

The lack of applicants and increasing competition for wages both locally and nationally has required Parks & Recreation and Human Resources to develop new strategies to hire and retain seasonal employees. The Parks & Recreation department hires approximately 275 seasonal employees annually. By the end of February/early March we have reassessed our ability to fill positions for the upcoming summer. This year, the lack of applicants in some areas has been much higher than years past requiring us to incentivize potential candidates and those that are hired.

The areas in which we are experiencing a significant decrease in applicants are in our grounds maintenance, lifeguards, slide attendants and umpires. In addition, we have already taken steps to recruit pool managers. These positions make up approximately 125 seasonal employees.

After collaborative work with Human Resources we have developed various strategies focusing on not only recruitment, but also on retention through the end of summer. The following plan has been developed:

- Hiring Bonus - \$100 (Must work through July 31st)
- Retention Bonus - \$100 (Must work through August 26th)
- An increase of \$1 per each hour worked on Friday, Saturday & Sunday
- Referral Bonus - \$50 for each person referred and hired
- An increase of \$1 per hour during the months of April, September, and October

To mitigate the cost, impact the department is reviewing ways to increase offsetting revenues and to reduce expenses. For any funding that cannot be offset, we will look to wage reserves for any remaining excess costs.

Please contact me at 832-5572 or at dean.gazza@appleton.org with any questions.