

Memorandum

To: Board of Commissioners



Date: March 2, 2022

From: Michael Turley

CC: Rich Albert, Dan Miller

RE: Summer Employment Program

The summer employment program is nearing and we have had some internal discussions concerning the program. The 2022 program included a budget for 6 summer employees for the Parks Department and 2 for Public Works. Last year we were able to fill 5 in the parks Department and 1 in Public Works. One issue is the current rates being paid for summer workers. Many private companies and public organizations have increased their hourly rate significantly. Target is paying \$24/hr and others have increased their rates in response to current difficulty in finding and hiring temporary workers. Our current pay rate is at \$11.00/hr and is identified in the salary and wage resolution. The staff believes we may have difficulty filling positions at this rate. They have suggested that the rate be increased to \$15/hr. While we don't know what applicants we will get, there are clearly numerous options for much higher pay than the current \$11/hr. If the Board decides to increase the hourly rate to the \$15/hr or some other amount above the \$11/hr, we will adjust the number of employees or weeks of work to meet the budget for the Parks Department. For Public Works, we will also adjust to meet the budget, but with only two positions there is less flexibility. The staff believes that we get good value for the compensation paid to summer employees. We likely to forego the intern position in the Planning department to compensate for any added cost for an hourly rate increase for summer hires.

This will be added to the Agenda for the March 10, 2022 meeting for discussion.