



# Commerce City

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## Council Communication

File Number: Ord 2410

**Agenda Date:** 7/18/2022

**Version:** 1

**Status:** Agenda Ready

**In Control:** City Council

**File Type:** Ordinance

**Agenda Number:**

FIRST READING OF AN ORDINANCE AMENDING THE 2022 BUDGET OF THE CITY OF COMMERCE CITY, COLORADO BY THE RECOGNITION OF THE POOLS SPECIAL INITIATIVE 2022 GRANT IN THE AMOUNT OF \$12,500 AND THE AUTHORIZATION OF THE EXPENDITURE THEREOF

### Summary & Background

Pools Special Initiative 2022 is a one-time grant program. It is intended to provide incentives to attract and retain public swimming pool employees.

The Colorado Department of Local Affairs (DOLA) in collaboration with the Office of Economic Development and International Trade (OEDIT) have created the Pools Special Initiative 2022 for local governments to support the operations of public swimming pools across the state for the 2022 summer season. This one-time grant program is intended to provide incentives to attract and retain public swimming pool employees to incentivize them to stay through the summer and ensure adequate staffing levels that will allow swimming pools to be open at maximum capacity.

This grant opportunity has a tight timeline:

Applications opened: June 21, 2022

Applications closed: midnight June 28, 2022

Awards: July 1, 2022

Fund expenditures expire: September 30, 2022

Final reporting: October 31, 2022

As most everyone is already aware, during COVID we have seen a nationwide shortage in staffing levels. Commerce City Parks, Recreation & Golf has seen its fair share of shortages during this time as well. One area that has felt a severe shortage is lifeguards. Since 2020 there has been a continual lifeguard shortage at our recreation centers and our outdoor pool, Paradise Island. During the past year we have continued to be short guards at Eagle Pointe Recreation Center. This, in turn, has required the Aquatics division to implement a schedule where either the lap pool is open or the therapy pool and flexing these areas to still offer all amenities but not during all operational hours.

Over the last two years we have benefited from being on a reservation schedule at Paradise Island to help control the capacity at the facility due to limited lifeguards on staff. The Pools Special Initiative 2022 grant will assist us in our efforts to bolster recruitment of

additional guards to work at all of our aquatic facilities. The funds will be used to seek new candidates, increase incentives i.e. sign-on and end of year bonuses, as well as additional employee appreciation elements.

Currently we have an incentive program for Paradise Island, this grant will help increase that program and also allow us to implement an incentive program for Bison Ridge and Eagle Pointe. Although these monies are not a permanent fix to the issues we are facing with staff shortages, this grant allows us to supplement our recruiting efforts and retain the staff we currently employ.

**Staff Responsible (Department Head):** Carolyn Keith, Director

**Staff Presenting:** Carolyn Keith, Director

**Financial Impact:** \$12,500

**Funding Source:** Pools Special Initiative 2022 Grant

**Staff Recommendation:** Approval of Ordinance 2410

**Suggested Motion:** Motion to approve Ordinance 2410 accepting the \$12,500 provided within the Pools Special Initiative 2022 Grant