



## CITY OF SANTA BARBARA

### PARK AND RECREATION COMMISSION REPORT

**AGENDA DATE:** April 23, 2008  
**TO:** Park and Recreation Commission  
**FROM:** Recreation Division, Parks and Recreation Department  
**SUBJECT:** After-School Program Hourly School Year Continuity Incentive

#### **RECOMMENDATION:**

That the Commission receives information on the Council approved School Continuity Incentive for Certain Hourly Employees Working in After-School Programs.

#### **DISCUSSION**

Forty-eight hourly employees in the classifications of Recreation Leader and Recreation Program Director are assigned to work directly with school children in the Parks and Recreation Department's After-School Programs.

In Fiscal Year 2007, there was a 55% employee turnover rate for Parks and Recreation staff that support the after school program. There was similar turnover during previous school years. Reducing this turnover of employees would enhance program quality and safety, the effectiveness of in-processing, annual training, bonding between staff and participants and lead to enhanced behavior management and contribute overall to the success of the program.

The Parks and Recreation Department places great value on employees who continue to provide support to the program participants through an entire school year, and wishes to provide an incentive for such continuity. S.E.I.U., Local 620, supports this program and has entered into a side letter of agreement with City staff to allow this program to begin for represented employees with the current school year.

Employees hired on or before October 1<sup>st</sup>, who stay with the After-School Programs through the end of the school year and demonstrate acceptable performance including attendance at all trainings and accumulate no more than 3 unplanned absences will be eligible for the following incentives:

Recreation Leader (I-V): \$500 per program year  
Recreation Program Director (I-V): \$600 per program year

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Employees hired after October 1st, but on or before February 1st, would be eligible for a lesser incentive of \$250 if they stay with the After School Programs through the end of the school year.

The maximum annual cost in fiscal year 2008 is estimated at \$24,970. It is highly unlikely that this full cost will be realized. The cost will be absorbed in the existing fiscal year 2008 Parks and Recreation Department budget.

On April 1, 2008, the City Council approved the implementation of the incentive program.

Staff is already seeing improved attendance at required staff meetings, trainings, and during the school day. The effectiveness is being tracked through the Youth Activities performance measures. As part of the year end performance measures report, staff will provide the Commission with an update on the effectiveness of the incentive.

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**APPROVED BY:** Nancy L. Rapp, Parks and Recreation Director