

Parks and Recreation Department  
Administrative Service Division

Information Item 201:

# Recruitment and Retention Update

Park and Recreation Board  
November 17, 2022

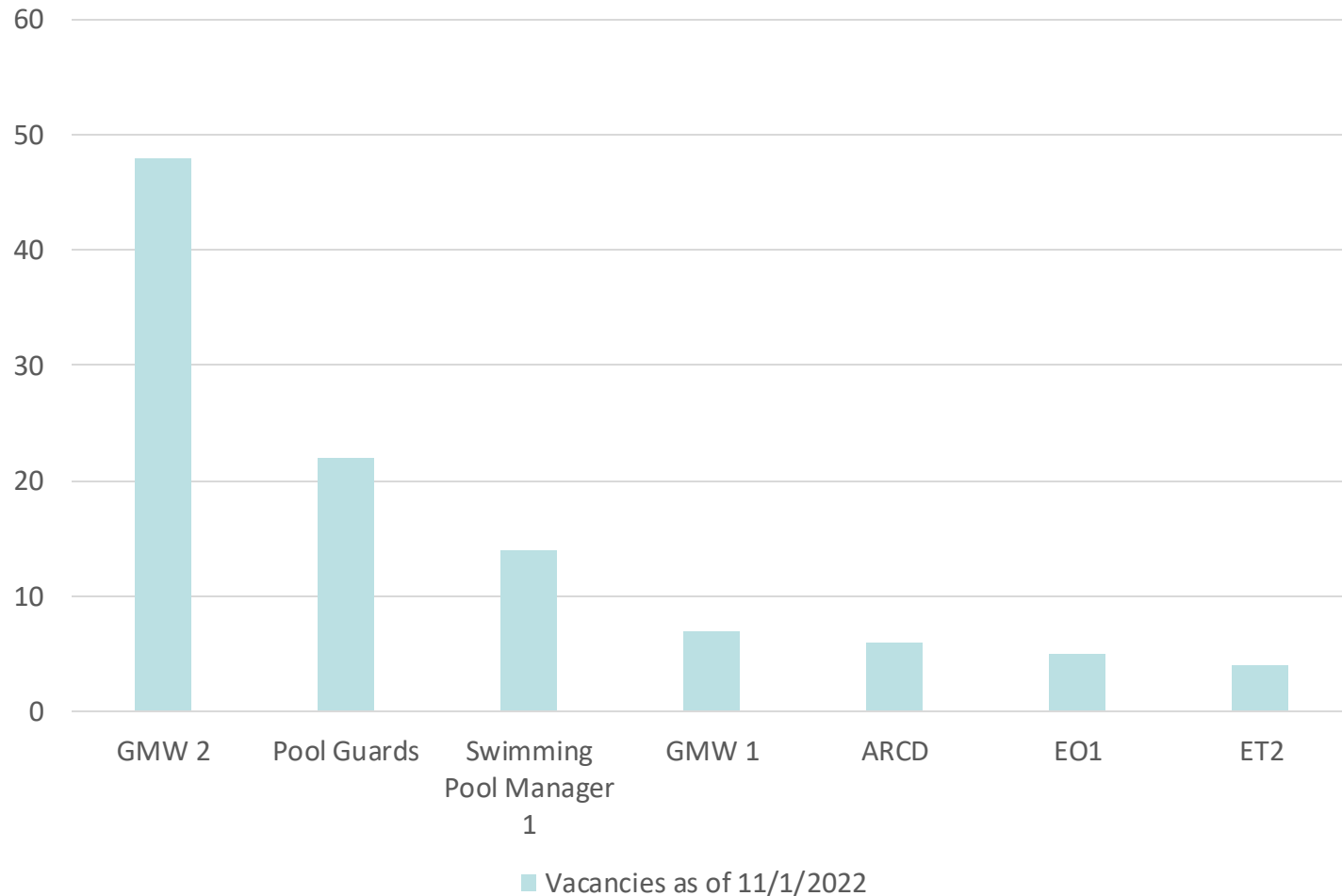
# Hiring Update

- New recruitment website:
  - <https://www.sandiego.gov/parksjobs>
- Job Fairs – just had one yesterday, on 11/16/22
- Continuous recruitments
- Active hiring of positions at all levels
- Focus on filling vacancies
- Hourly conversions:
  - Pool Guards
  - Recreation Leaders
- Salary Upon Appointment at a Higher Step

# Grounds Maintenance Workers Hiring

- 119 Candidates contacted for Interviews
- 90 Candidates interviewed
- Supervisors made conditional offers to 11 hourly and 44 full-time benefitted positions
- Currently, staff are conducting medical and background checks
- Possible start date as soon as December 2022
- Additional vacancies remain to be filled in January 2023

# Vacancies, where do we stand?



# What Can We Do to Fill Vacancies?

Strongly articulate the employee-centric organization we aspire to be by pursuing:

- Pay raises and salary studies
- Rewards and Recognition
- Department culture of equity and inclusion
- Recruitment Efforts
  - Job fairs
  - Prioritize filling jobs left vacant
- Partnerships with Non-Profit Organizations
- Employ and Empower: opportunities to youth for learn job skills and work for a large employer

# Pay Raises and Salary Studies

- 10% Pay Increase for Pool Guards
- MEA and AFSCME Local 127 Side Letter Agreement for Special Wage adjustments on 7/1/22, 10/1/22, 1/1/23, 4/1/23
- 10% Certification Pay for Therapeutic Certification 10/29/22
- Contract Negotiations underway new MOUs
- Economic proposals include special assignment pay
- Restoration of the pension system for all benefitted employees
- Special Salary adjustment requests to the Civil Service Commission
- Creation of new classifications to update organization and pay
- Temporary mileage reimbursement increase due to gas prices until June 2023

# Rewards and Recognition

- Extensive Employee Recognition:
  - 37 employees were Employee of the Quarter
  - 6 employees were Employee of the Year
- Specialized Programs: Ace Award, Peak Award
- Candy Bar/Healthy Snack Reward
- Department Swag: Cups, hats, t-shirts, etc.
- Safety and Productivity Award: \$50 dollar gift card
- Exceptional Merit Cash Payments: \$29,500 YTD
- Exceptional Merit Step Increase: 20 employees
- Continued celebration and staff lunches



# Rewards and Recognition



## Rewards and Recognition Program

SD Logoed T-Shirt



\$25 Happy Eats  
Gift Card

(Good at Jamba Juice, D & B, Cold Stone, Burger King, Panera)



SD Logoed Hat



Torrey Pines Golf Shirt

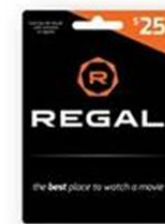
(Various colors, available sizes are SM,M, XL, XXL)



\$25 Gift Card



\$25 Regal  
Gift Card





# Rewarding and Recognizing our employees



# Focus on Diversity and Inclusion

- Partnering with Office of Race and Equity
- Updating our Tactical Equity Plan to align with Mayor Gloria's Strategic Plan for the City of San Diego
- Offering career guidance and career path
- Creating mentor/mentee relationships
- Expanding training opportunities
- Demonstrating we are the best department in the City and a great employer

# Recruitment Efforts: Job Fairs

## Extensive Community outreach at Community Job Fairs

- SDSU – L. Robert Payne School Job Fair
- SDSU Fall Career and Internship Fair
- Promise Zone Career Fair
- Apprenticeship & Vocational Training Career Expo

## San Diego County Board of Education:

- Chula Vista High School
- Clairemont High School
- Kearny Mesa High School
- San Diego High School
- San Ysidro High School



# **Job Fairs – Parks and Recreation**

## **2022 Summer San Diego Career and Job Fair**

- 8 city departments represented
- 18 Parks and Recreation divisions/programs/services represented
- 25 laptops
- Bilingual staff available to assist with application process (Personnel Department and Parks and Recreation Department)
- 53 interns onboarded
- 300 patrons attended and over candidates started the application process onsite

## **2022 Fall San Diego Career and Job Fair**

- We are expecting over 10 city departments
- 40 laptops available
- Mayor Gloria and COO Eric Dargan scheduled to attend
- Promoting the event Citywide: San Diego Union-Tribune, NBC, other news media, and social media platforms



# Job Fairs – Parks and Recreation

PARKS & RECREATION PRESENTS



## CAREER & JOB FAIR

11 A.M.-1 P.M.

16  
NOV

BALBOA PARK CLUB  
2144 PAN AMERICAN RD. W  
SAN DIEGO, CA 92101

### OPPORTUNITIES FOR ALL

VOLUNTEERS  
INTERNS  
HOURLY  
SALARY

PART-TIME  
FULL-TIME  
ENTRY LEVEL  
EXPERIENCED

- ✓ COMPETITIVE BENEFITS
- ✓ GENEROUS SAVINGS PLANS
- ✓ OPPORTUNITIES FOR ADVANCEMENT



We will have bilingual staff and computers available to assist with the application process.

- ADMINISTRATIVE • GOLF • MAINTENANCE • AQUATICS • RECREATION CENTERS •
- THERAPEUTIC RECREATION SERVICES • AGEWELL SERVICES • PARK RANGERS •
- NATURAL RESOURCES • CIVIC DANCE • INFORMATION TECHNOLOGY •
- TRAINING • GRANTS • AND MUCH MORE! •

IF YOU HAVE ANY QUESTIONS, CONTACT MARISOL AGUILAR - MARISOLA@SANDIEGO.GOV

WWW.SANDIEGO.GOV/PARKSJOB



## Job Fairs – Parks and Recreation



# Partnerships

- California Department of Rehabilitation
- Casa Familiar
- Price Philanthropies
- San Diego County of Education
- San Diego Parks Foundation
- Others



**SAN DIEGO PARKS  
FOUNDATION**

# Employ and Empower



## **Currently 67 Parks and Recreation Internships and Growing**

- 1,000 available internships Citywide.

### **Program Perks:**

- FREE transit pass
- Professional gift cards available
- Laptop or hotspot, available for internship (must return upon completion of internship)
- LinkedIn Learning access

**Park Ambassador Leader Academy** – in partnership with San Diego Parks Foundation, teach mentees about civil service and local government in a fun environment.





# Questions?

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**Deputy Director**

**Administrative Services Division**