

**West Seneca Youth & Recreation**

**Summer 2021 Employment**

**WHERE WE ARE:**

<b>As of 4/28/2021 at 9:00 AM</b>	<b>Interviewed or Are Signed Up to Interview</b> *None of the applicants have been secured, they could have taken other jobs and/or no longer been interested since we spoke with them last. They could also back out last minute (this happens a few times each year). Furthermore, no applicants have their certifications in full.	<b>Estimated Amount Needed</b> *Does not include additional staff needed, for additional regulations caused by COVID-19
<b>Pool Supervisor</b>	0	1
<b>Asst. Pool Supervisor</b>	The department has had one applicant who can only work weekends.	3
<b>Head Lifeguard</b>	2	5-6
<b>Lifeguard WSI/PSI</b>	2	5-7
<b>Lifeguard</b>	21	25-30
<b>Camp Director</b>	1	1
<b>Asst. Camp Director</b>	1	1
<b>Camp Staff OTHER</b>	12	12-18 (Number is unknown until registration closes).

Running a safe and successful Recreation program is contingent upon staffing levels. We cannot open, operate, or run our programs and facilities (camp/swim lessons/pool) if these positions are not filled in full. The last day for interviews is Friday, May 7, 2021. We need to fill these positions by the May 17, 2021 Town Board meeting, the deadline for agenda items is 10:00 AM on Thursday, May 13, 2021 (NYS OPEN MEETINGS LAW). The Pool Supervisor and Camp Director need to start employment no later than June 1, 2021.

**SUMMER 2021 RECRUITMENT EFFORTS:**

**PREVIOUS EMPLOYEES WERE ASKED TO APPLY BY 4/1/2021 (68 TOTAL ON LIST) (BEFORE BONUS):**

<b>Emailed (9x)</b>	<b>Called (6x)</b>
Feb: 3,22,16 March: 3, 10, 15, 19, 23, 29	March 5, 9, 12, 18, 22, 29

**ANY PERSON WHO INTERVIEWED OR SIGNED UP TO RETURN (AFTER THE FIRST AND SECOND BONUS AMOUNTS WERE APPROVED ON 4/5/2021 AND 4/19/2021)**

If they have a valid email address on file, they were contacted on April 6, 2021 with the bonus REQUIREMENTS and asking that they tell their friends/family/etc.

**ANY PERSON WHO APPLIED (BEFORE BONUS):**

They were contacted 4x via email. We now contact them immediately after receiving the application so they can sign up for an interview date/time.

Any person who applied (NEW, not returning employee) was contacted via email on Feb 16, 22 and March 10, 15. If the applicant applied after a listed date, they were only contacted on the dates listed after they applied.

**ANY PERSON WHO APPLIED (AFTER THE FIRST AND SECOND BONUS AMOUNTS WERE APPROVED ON 4/5/21 and 4/19/2021)**

If an application for employment is received the person is contacted immediately to sign up for an interview date/time. However, applications are no longer required to sign up for an interview. Any person interested in employment can sign up for an interview date/time online and bring the application to the interview with them.

**SOCIAL MEDIA 47X (BEFORE BONUS)**

December 2020: 24, 28, 30, 31

January 2021: 4, 7, 8, 11, 12, 13, 15, 19, 20, 21, 25, 26, 27

February 2021: 1,2,3,4,5,7,8,9,10,11,12,16,17,18,19,22,25

March 2021: 1,3,8,9,10,11,15,16, 18, 19, 22, 29,30

**SOCIAL MEDIA 11x (AFTER THE FIRST BONUS AMOUNT WAS APPROVED ON 4/5/21)**

APRIL 2021: 5, 6, 7, 8, 9, 12, 13, 14, 15, 16, 19

**SOCIAL MEDIA (AFTER THE SECOND BONUS AMOUNT WAS APPROVED ON 4/19/21)**

APRIL 2021: 19, 20, 21, 22, 23, 26, 27(x2),

**OPEN JOBS DISTRIBUTION LIST (BEFORE BONUS)**

Over 120+ groups, organizations, schools, colleges, churches, girl scouts, boy scouts, media outlets, etc.

January 2021: 5, 21

February 2021: 22

March: 3, 31

**OPEN JOBS DISTRIBUTION LIST (AFTER THE FIRST BONUS AMOUNT WAS APPROVED ON 4/5/2021)**

Over 120+ groups, organizations, schools, colleges, churches, girl scouts, boy scouts, media outlets, etc.

April 2021: 6

**OPEN JOBS DISTRIBUTION LIST (AFTER THE SECOND BONUS AMOUNT WAS APPROVED ON 4/19/2021)**

Over 120+ groups, organizations, schools, colleges, churches, girl scouts, boy scouts, media outlets, etc.

April 2021: 20, 23

LM updated the open jobs list (now totaling 134 groups, organizations, schools, colleges, churches, girl scouts, boy scouts, media outlets, etc.) on 4/26/21 and sent the job postings to the new ads on 4/27/2021.

**WS SUN / WS BEE (BEFORE AND AFTER BONUS)**

Ran the jobs in previous editions (several).

Ran stories regarding lack of applicants in a past edition.

**OTHER:**

The jobs are posted on both westseneca.net and westsenecarecreation.com.

The jobs were also posted on the official Town of West Seneca Facebook page, on several dates. In addition to the West Seneca Youth & Recreation Facebook page, dates listed above.

January 5, 2021 - April 6, 2021, the CCL Corridor had a bright yellow sandwich board and a bright yellow poster with the open jobs. The signs were replaced on April 6, 2021 (see below).

On April 6, 2021, the department added two signs in the CCL Hallway and Gym Window re: Employment printed by Code Enforcement. The signs advertise open jobs, the bonus and include a photo. These replaced the bright yellow signs.

Jennifer Stanek, Senior Director was kind enough to post flyers at Market in the Square regarding WSREC NOW HIRING.

Erie County Youth Bureau included our job postings in their Spring 2021 Newsletter.

LM (E) LS (HR) on 4/23/2021 to see if they could create an Indeed posting for Pool Leadership. HR created the indeed post on 4/26/21.

LM (E) AK/MAM to post the updated flyer (employment suns) in the bulletin board case at Town Hall on 4/26/21.

LM included the job postings in the weekly facility use schedule reminder email on 4/27/21.

LM provided M&T bank in Southgate Plaza with a flyer and asked them to hang it on 4/27/21.

LM/AG contacted Erie County re sending out Job Openings to their email list. Erie County Agreed to send out the email.

WSCSD and WSREC canvased previous employees and new applicants regarding their interest in a lifeguard certification and recertification course. The canvas was also posted on social media. The social media post had 10 shares, 86 engagements, 2 likes and reached 1,641 people. WSCSD informed us they received 13 responses for interest in a recertification, only 8 were interested in working for the town. WSCSD informed us they received 7 responses in interest for a new certification and only 2 expressed interest in working for the town. This class is being offered at a WSCSD pool for those who signed up. Any person interested who did not sign up should contact WSCSD Community Education at 716-677-3530 to see if space is available and/or registration is still open.

### Pay Rates

TITLE	PAY RATE (HOURLY)	BONUS AMOUNT	Original Pay Rate and $\frac{1}{2}$ Bonus
Pool Supervisor	Return (\$16.50) New (\$16.00)	\$500	(\$15-\$15.50 / \$150)
Camp Director	Return (\$16.50) New (\$16.00)	\$500	(\$15-\$15.50 \$150)
Asst Pool Supervisor	Return (\$16.00) New (\$15.50)	\$400	(\$14.50-\$15 \$150)
Asst. Camp Director	Return (\$16.00) New (\$15.50)	\$400	(\$14.50-\$15 \$150)
Head Lifeguard	Return (\$15.00) New (\$14.75)	\$300	(\$13.75-\$14 \$150)
Lifeguard	Return (\$14.50) (New \$14.00)	\$250	(\$13-\$13.50 \$100)
Camp Staff	Return (\$14.50) (New \$14.00)	\$250	(\$13-\$13.50 \$100)
Bus Driver	N/A	N/A	N/A

WSI Cert	Additional 50 cent pay-raise for any employee who obtains this certification whose position does not require it.	See above.	No change.
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