

# Recruitment & Retention Phase II - Incentives

February 22, 2022  
Town Council Meeting



# Recruitment & Retention The Process

- \* Phase I – compensation study
- \* Phase II – incentives
  - \* exit interviews, brainstorm meeting, staff survey
- \* Phase III – benefits

# Questions for Council

- \* Is Town Council supportive of moving the current base hiring wage from \$15 to \$17 for front line positions?
- \* Is Town Council supportive of incentives available to staff based on job status?
- \* Is Town Council supportive of incentives available to staff based on job location/department?

# Employee Work Status Definitions

- \* Full-time, Year-round (FTYR)
  - \* 40 hours per week
- \* Year-round, Part-time (YRPT)
  - \* Less than 28 hours per week, no more than 1456 hours per year
- \* Year-round, Variable-hours (VAR)
  - \* Not regularly scheduled, used based on business needs
- \* Seasonal Full-time (SFT)
  - \* 40 hours per week in season
- \* Seasonal Part-time (SPT)
  - \* Less than 28 hours per week

# Recruitment & Retention Survey Feedback

55 FTYR responses out of 81

23 SFT, SPT, VAR responses out of 52



# Top 10 Most Used Incentives FTYR

Survey Results

1. Public Works Wash Bay
2. Free Nordic Center Pass
3. Free Trash/Composting
4. 8 Friends/Family Tubing Sessions
5. 30% off Marina Rentals/Merchandise
6. Verizon/Sprint Government Discount
7. Free Copper Mountain Day Ticket Voucher
8. Frisco Resident Pricing for Fun Club/Youth Programs
9. 30% off Nordic Skiing/Rentals for Friends/Family
10. Free Employee Tubing Access

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# Top 10 Most Used Incentives YRPT, VAR, SFT, SPT

Survey Results

1. Free Nordic Center Pass
2. Free Copper Mountain Season Pass
3. Free Employee Tubing
4. Public Works Wash Bay
5. 8 Friends and Family Tubing Sessions
6. Free Trash/Composting
7. Silverthorne Recreation Center Discount
8. 30% off Marina Rentals/Merchandise
9. 30% off Nordic Skiing/Rentals for Friends/Family
10. Free Nordic Rentals

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# Incentive Philosophy

Survey Results

**All incentives are available to employees based on job status with a few department specific incentives.**

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# Top Incentive Requests

## FTYR

Survey Results

1. Support 4-day Work Week
2. Work From Home/Office Blend
3. Industry Pro-Forms (discounts on recreational items)
4. Winter Boat/Trailer Storage
5. Summer Trailer Storage &/or Rack Storage for Personal Use
6. Free Paddle Sport Rentals (SUP, kayaks, canoes, etc)
7. Free 2-hour Pontoon or Fishing Boat Rental
8. Unpaid Sabbatical

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# Top Incentive Requests YRPT, VAR, SFT, SPT

Survey Results

1. Support 4-day Work Week
2. Industry Pro-Forms (discounts on recreational items)
3. Copper Creek Golf discounts
4. Copper Pass for all employees

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# Employee Incentives

**KEEP, UPDATE & ADD**



# All FTYR, YRPT, SFT, SPT\*

## Incentives - **KEEP**

- \* Frisco Nordic center passes for employee/family + Breckenridge Add-On
- \* Nordic rentals M-F (excluding peak holiday times)
- \* Nordic group lessons for employees
- \* Unlimited Tubing Hill session access
- \* 8 Friends/Family Frisco Adventure Park Tubing Hill session vouchers
- \* Discounted Copper Mountain ski pass
- \* Copper Mountain ski exchange voucher program
  
- \* Paddle Sport Rentals
- \* 2-Hr Pontoon/Fishing Boat Rental
- \* Cost + Shipping on paddle boats/parts
- \* Use of Marina service yard (appt)

*\*Variable hours / On-call not eligible*

# All FTYR, YRPT, SFT, SPT\* Incentives – KEEP (cont.)

- \* FREE Vaccination Clinics (Flu, COVID, shingles, etc)
- \* FREE use of Town Hall's dumpster/compost
- \* Got-Gas program
- \* Silverthorne Recreation Center discount program
- \* Admission to TOF events by lottery
  
- \* Employee recognition/celebrations
- \* FREE use of Public Works wash bay & work bay (appt)
- \* Frisco resident pricing/priority for Fun Club/Programs (*excluding contracted programs*)
- \* Government discount on Verizon/Sprint Wireless. Eligible plans up to 18% off, accessories up to 25% off
- \* Discounted Elitch Gardens tickets, season passes, parking & meal deals
- \* Dog/Cat at work program (non-guest facing, non-safety concern areas)
- \* Professional development/training opportunities

*\*Variable hours / On-call not eligible*

# FTYR Employee Incentives - **KEEP**

- \* Ski pass loan assistance- interest free
- \* Use of Public Works bay for employee personal car repairs/work, by appt.
- \* Computer loan- interest free
- \* Tuition loan assistance

# All FTYR, YRPT, SFT, SPT\* Incentives - **UPDATED**

- \* 50% off Nordic skiing/rentals for friends/family
- \* 50% off Frisco Bay Marina rentals/merchandise
- \* 50% off Boat/Paddle Storage (waitlists apply)
- \* End of Day Boat Rentals
- \* 50% off Adventure Park merchandise (tubing + Nordic)
- \* 50% off Museum merchandise
- \* 50% off Visitor Information Center merchandise
- \* 50% off Town of Frisco fields/facilities rentals

*\*Variable hours / on-call not eligible*

# All FTYR, YRPT, SFT, SPT\*

## Incentives - **NEW**

- \* 50% off Nordic Ski lessons for dependents
- \* 50% off Frisco Adventure Park Tubing
- \* Cost + Shipping on Nordic Gear
- \* FREE Mooring for Personal Use - Drawing
  - \* **Must be FTYR**
  - \* **2-drawings per summer**
- \* 50% off Food at Day Lodge
- \* Working Advantage
- \* Advanced Auto Parts discount
- \* Free tire disposal program

*\*Variable hours / On-call not eligible*

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# Department Specific Incentives



# Examples of Incentive Offerings at Other Businesses

1. Golf employees= FREE golf
  - \* non-golf employees receive discounts or free after x-time or free punch cards
2. Restaurant employees= FREE shift meal
  - \* non-restaurant employees receive discount
3. Retail employees= deep discounts on merchandise
  - \* non-retail employees receive less of a discount
4. Ski shop employees= FREE rentals
  - \* non-rental employees receive discount on rentals
5. Copper Transportation employees=FREE shift meal, steep sign-on/end of season bonus
  - \* non-transportation employees do not

# Department Specific Incentives

## FTYR, YRPT, SFT, SPT

### Peninsula Recreation Area

- \* Free Copper Season Pass
- \* Free monthly dinners: October – April
- \* \$25 Safeway/Walmart gift card
  - \* Must work 5-day shifts in 7-day week

### Marina

- \* Summer, one free mooring ball (10 max) or one free trailer storage
- \* Winter storage
  - \* 10 spaces, based on seniority
- \* Free boat rental if not rented
  - \* Day of only
  - \* No after hour rentals

### Administration/Town Hall/VIC/Museum

- \* Optional 4-day work weeks
  - \* Eligible only if job/workload allows
- \* Optional work from home blend
  - \* Eligible only if job/workload allows

### Police

- \* Interest free firearm loan assistance

*\*Variable hours / On-call not eligible*

# Questions for Council

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# Next Steps

- \* Summer Recruitment
- \* Complete the Compensation Study
- \* Continue to Work on Phase III: Benefits