

MEMORANDUM

TO: Board of Trustees

THROUGH: Indra Winquest
District General Manager

FROM: Erin Feore
Director of Human Resources

SUBJECT: Review, discuss and provide feedback/direction on possible Employee Incentives in replacement of the removal of the privilege of beach access from non-resident employees

RELATED STRATEGIC PLAN INITIATIVE(S): LONG RANGE PRINCIPLE #4 – WORKFORCE - *Attract, maintain and retain a highly qualified, motivated and productive workforce to meet the needs of district venues, facilities, services and operations.*

RELATED DISTRICT POLICY, PRACTICES, RESOLUTIONS OR ORDINANCES: District Employee Benefits and Recreation Privileges

DATE: March 22, 2023

I. RECOMMENDATION

Review, discuss and provide feedback/direction on possible Employee Incentives in replacement of the removal of the privilege of beach access from non-resident employees.

II. BACKGROUND

Following recommendations from the General Manager's Advisory Committee on Ordinance 7 and outside special legal counsel, the Board of Trustees, out of an abundance of caution for compliance with the District's beach deed, made the difficult decision to eliminate beach access for all District employees and holders of Silver/Gold cards. During this meeting, the Board of Trustees directed the District's General Manager and Director of Human Resources to develop a list of recommended additions to employee privileges as a way to offset the recent loss of beach access.

General Manager Winqest and Director of Human Resources Feore met with managers and staff alike to consider alternative privileges to offer staff, in lieu of beach access. The recommendations were considerable and the Senior Leadership Team reviewed the list to evaluate viability and consideration for all staff. Below are the top five recommended privileges for the Board to consider:

1.	Gas/Mileage Assistance	Employees living 10 or more miles away can receive (taxable) tiered reimbursement costs to offset the price of fuel.
2.	Additional time off benefits	Provide for seasonal or other non-benefitted Staff a lump sum of hours for personal time off, available for use at the employee's discretion but with Manager approval. Will not carry over year-to-year. Must use it or lose it.
3.	Employee Referral Program	Employees who refer candidates to work for IVGID receive a choice of "award" (i.e. paid time off, compensation, etc.)
4.	Buddy Passes for the Venues	X # of Buddy Passes to venues with limitations and set parameters.
5.	Provide childcare reimbursement to non-benefitted Staff	With a pre-determined reimbursement amount, employees who elect this benefit will be required to provide proof of payment to childcare provider. Additional restrictions may be required.
6.	Increase annual vacation accrual amounts for benefitted staff.	Increase annual vacation time off accruals from 200 to 240; all accrued hours above 240 not used before 1/1 will not be carried over into the next calendar year. Currently, this threshold is set at 200 hours.
7.	Other	Any additional ideas and concepts that arise during discussion.

III. BID RESULTS

Not applicable to this agenda item.

IV. FINANCIAL IMPACT AND BUDGET

The financial impact has not yet been determined at this preliminary stage of the proposal. It is possible that based on direction and potential action, there could be budgetary implications.

V. ALTERNATIVES

The Board may suggest alternatives.

VI. COMMENTS

The current labor market is extremely competitive. Recruitment and Retention is crucial to the overall success of the district based on the operational needs to provide services to our parcel owners, the community and guests/visitors. The lack of workforce or available housing combined with the cost of commuting into the basin have resulted in an even more challenging recruitment and retention environment over the past few years. Based on direction from the board, staff will bring back this item at an upcoming meeting for formal action including approval of the updated Employee Recreation Privileges document.

VIII. BUSINESS IMPACT/BENEFIT

Improving the benefits and privileges of District employees continues to support the District's Strategic Plan #4 – Workforce, #7, Analyze current recruiting trends to meet the challenges of hiring top candidates.

IX. ATTACHMENTS

1. Proposal of Employee Privileges
2. Copies of other regional agency employee privileges, to include:
 - a. Mount Rose Ski Resort
 - b. Tahoe Donner
 - c. Washoe County
 - d. Northstar California
 - e. Homewood
 - f. Various Golf Courses
 - g. Clear Creek Tahoe (Golf & Residential Development)

X. DECISION POINTS NEEDED FROM THE BOARD OF TRUSTEES

1. Is there additional information the Board of Trustees will require to provide further direction to the General Manager and Director of Human Resources?
2. Which items are acceptable and which requires further research and/or information?

All usage is subject to peak period restrictions and availability	EMPLOYEE CATEGORY 1	EMPLOYEE CATEGORY 2	DEPENDENT CATEGORY 3	DEPENDENT CATEGORY 4	SILVER CARD*	GOLD CARD*
	DISCOUNT	DISCOUNT	DISCOUNT	DISCOUNT	DISCOUNT	DISCOUNT
GOLF						
Golf (daily & season access)	Free	50% off	25% off	50% off	50% off	Free
<i>Refer to "Employee Golf Policy" for details. Must be 18 years old to drive a golf cart.</i>						
Driving Range	Free	Free	No Discount		50% off	Free
<i>Tokens can be obtained in the Golf Pro Shop</i>						
Equipment Rentals	Free	50% off	No Discount		50% off	Free
Merchandise In Shops	20% off	20% off	20% off	20% off	20% off	20% off
PARKS AND RECREATION						
Rec Center (daily & monthly membership)	Free	50% off	25% off	50% off	50% off	Free
Merchandise @ Rec Center	20% off	50% off	No Discount		20% off	20% off
Recreation Programs (limited)	20% off	20% off	20% off	20% off	20% off	20% off
Tennis (hourly, daily & season access)	Free	Free	Free	Free	50% off	Free
SKI						
Ski (daily & season access)	Free	50% off	25% off	50% off	50% off	Free
Ski & Snowboard Rental	Free	50% off	No Discount		50% off	Free
Ski Tuning and Repairs	50% off	50% off	No Discount		50% off	Free
<i>There is a \$250 cash/credit card deposit for all snowboard rentals</i>						
FOOD & NON-ALCOHOLIC BEVERAGES	20% off	20% off	No Discount		No Discount	
<i>Ski & Golf employees receive 50% off F&B purchase if scheduled to work, in uniform & on break</i>						
HUNTING (Wetlands in Carson Valley)						
Hunting (daily & season access)	Free	50% off	25% off	50% off	50% off	Free
CATEGORIES DEFINED						
Category 1 Employee = FT/YR, SM, MY1, MY2, Seasonal FT, or PT/YR working 20 or more hours per week						
Category 2 Employee = LPT, Seasonal PT, or OC working 6 or more hours but less than 20 hrs per week or PT Seasonal working						
<i>Department Specific Only - Privileges are determined by Venue Director or designee</i>						
<i>Subject to change by the Board of Trustees</i>						
Category 3 Dependents = Dependents of a Category 1 employee						
Category 4 Dependents = Dependents of a Category 2 employee						
<i>Dependents are defined as IRS eligible dependents:</i>						
<i>Spouse; Children under the age of 19; children under the age of 24 who are enrolled in school (proof of enrollment may be required.)</i>						
Legend						
FT/YR = Full Time/Year Round			PT/YR = Part Time/Year Round			
LPT = Limited, Part Time		OC = On Call		Seasonal FT/PT = seasonal full or part time		
Board of Trustees: please refer to the Board of Trustees Handbook for your recreational privileges.						

IVGID Employees may be eligible to enjoy free reduced rates at IVGID facilities. Participation is strictly voluntary and considered a privileged amenity for working for the District. An employee photo pass must be shown to access each venue for use. Please remember, IVGID's paying customers have priority access to each facility

and employees are expected to leave if a paying customer would otherwise be turned away. Venue managers have the right to refuse service to any employee violating District policies, rules and expectations. IVGID employee privileges are subject to change by the Board of Trustees at any time. Further, privileges may be revoked if the privilege is abused by an employee and/or their qualified dependents. For more information about these privileges, please contact Human Resources at (775) 832-1100.

Mount Rose Ski Resort

Privileges vary based on employee status (FT/PT/Year-Round)

<https://skirose.com/employment/>

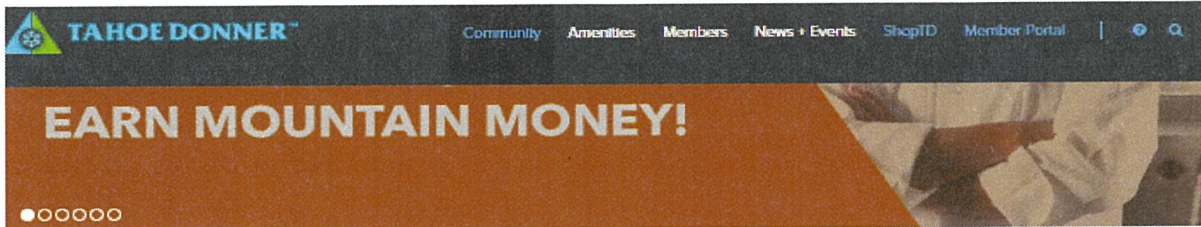
EMPLOYEE PERKS

Working at a Ski Resort has its advantages – All Mt. Rose employees receive the following PERKS!

- **FREE Staff Season Pass***
- **Free Employee Guest Pass* (AKA Dependent Pass)**
1 Dependent Pass (Spouse/friend/guest of your choice) plus dependent children up to age 26
- **Complimentary Lift Tickets**
(for friends / visiting friends & relatives / etc.)
- **431 Sports Discounts**
25 – 40% off store items
- **Food Discounts** – 50-70%
- **Beverage / Bar Discounts**
Free Sodas / Coffee / Hot Chocolate / Beer & Wine discounts (ages 21+)
- **Equipment Rental**
Free Daily Ski or Snowboard Personal Rental Equipment
- **Ski School Lessons**
Free Ski & Snowboard Lessons

Tahoe Donner

<https://www.tahoedonner.com/community/general/employment/perks-benefits/>



EMPLOYMENT

[Current Openings + Application](#)

[Perks + Benefits](#)

[Contact Us](#)

Perks + Benefits

All TD employees – including seasonal employees – receive exclusive perks throughout Tahoe Donner's amenities and restaurants.

- 50% off food and non-alcoholic beverages
- 25% off regularly priced retail merchandise
- Discounted golf
- Gym + Spa access at the Trout Creek Rec Center
- Tennis access
- Bike rentals
- Free Downhill and Cross Country skiing
- Spouse/dependent perks at the start of their third season

REASONS TO WORK AT TAHOE DONNER:

- Competitive wages
- \$500 sign-on bonus after the first 20 shifts for the following positions: greenskeepers, seasonal maintenance workers and Trout Creek Recreation Center hosts
- \$1,000 sign-on bonus after the first 20 shifts for the following positions: custodians, cooks and kitchen stewards/prep cooks
- Free downhill and cross country skiing
- Gym and spa access at the Trout Creek Recreation Center
- Food and merchandise discounts
- Great benefits for full-time, year-round employees – like up to 90% employer-paid health insurance and 401(k) with 4% employer matching + 100% vesting on first day of eligibility
- A fun, friendly and supportive work environment
- Employee appreciation events, social events and performance awards

REFERRAL PROGRAM

Refer a friend, colleague or other for employment, and with their successful hire and completion of 30 days of work, you can receive the following:

- Seasonal Position Hire: \$100 of Tahoe Donner Mountain Money, which can be used anywhere in Tahoe Donner for food, lessons and/or retail purchases
- Full-time, Year-Round Position Hire: \$250 of Tahoe Donner Mountain Money, which can be used anywhere in Tahoe Donner for food, lessons and/or retail purchases
- An additional \$100 of Tahoe Donner Mountain Money will be awarded for the following critical hire positions: custodians, prep cook/dishwasher, cooks, Trout Creek Rec. Center hosts, seasonal maintenance workers, greenskeepers, irrigation tech/landscapers and shuttle bus drivers.

Mountain money is valid throughout Tahoe Donner, including at all ski areas and restaurants! The referral must be a new-hire to qualify.

Washoe County Employee Benefits

<https://www.washoecounty.gov/humanresources/Benefits/index.php>

Benefits include:

Medical, Dental, Vision, and supplement benefits (AD&D, Life, Disability, etc)

Flexible Spending Plans to include medical and dependent care

Retirement (PERS & Deferred Compensation)

Educational Assistance:

 \$750/year on approved courses for tuition reimbursement

 External and internal training opportunities

Employee Assistance Programs

Paid time off (holidays, sick, vacation)

Career Incentive/Longevity Pay

 \$100 per year following 5th year work anniversary

 Maximum \$3,000 at 30 years

Merit Increase – 5% until max salary reached

Northstar California (Ski Resort)

https://jobs.vailresortscareers.com/northstar/content/Northstar-Perks-and-Benefits/?locale=en_US

Benefits Include:

ComPsych Employee Assistance Program (available for employee & dependents)

Medical, Dental & Vision (for seasonal employees after working 750 hours)

Retirement Benefits (for eligible employees only)*

Free Ski Pass: *Employees receive a free season pass providing access to skiing and snowboarding at many of the resorts in our family. Full-Time eligible employee dependents receive a free pass while part-time dependents may receive the same access for \$40. (Dependent passes not available for Holiday Help Employees).*

Paid Time Off: *Hourly employees are eligible for paid time off (PTO) that is accrued based on the number of regular hours worked each pay period. Salaried employees are eligible for flexible time off (FTO) that is paid time away from work for rest and relaxation, including medical and personal appointments. There are no minimum or maximum limits on FTO unless taking time off for a reason that qualifies for a Leave of Absence. Paid Parental Leave (PPL) is also offered to eligible year-round employees with up to 160 hours.*

Lodging Discounts: *offers eligible employees discounted lodging rates at our Rock resort Locations. Discounted lodging rates can be reserved by all active employees on a space available basis. Discount restrictions may apply during our busiest times such as the Christmas/New Year's and other peak periods.*

Food Discounts: *50% discount for employees for Vail owned restaurants. 10-25% discount for Starbucks locations.*

Retail and Pro Deals: *Employees are eligible for discounts from our partners like Helly Hansen, GoPro and more. You will also be able to take advantage of your employee discount at participating retail locations. In addition to these great deals, you will also qualify for pro deals, allowing you to access discounts from top outdoor brands.*

Homewood (Ski Resort)

<https://www.skihomewood.com/jobs/>

Share Our View of Our People

Spanning peak to shore, our team is responsible for creating a unique experience for our guest within our little slice of Lake Tahoe. In turn, we are responsible for providing a great working environment while encouraging professional development for our employees. Through our three properties and numerous year-round offerings, you'll be surprised to see that we're hosting a great environment for professional and individual development, all packaged in a small resort town feel.

Our Perks

Year Round

- 50% off Food & Beverage discounts across the property (excludes alcohol)
- FREE transportation to and from work with the TART, the local bus system
- Up to 60% off the industries top outdoor gear & sporting good brands through ExpertVoice
- Discounts to Homewood branded events
- Winter and Summer Seasonal Employee housing availability
- Work & play right on Lake Tahoe
- Year-round employment opportunities available with medical, PTO, and 401k benefits offered

Lakeridge, Wolf Run, Toiyabe, Eagle Valley and Winchester (golf courses)

<https://www.duncangolfreno.com/employment/>

Flexible work schedules and free golf

Clear Creek Tahoe (Golf & Residential Development)

Found on old job posting for Food Server. Benefits listed below were not defined by eligible employee.

Competitive wages, benefits which include medical, dental and vision insurance, paid time off (sick, holiday and vacation days), retirement, supplemental insurance, flex spending accounts, employee assistance, employer paid short and long-term disability insurance, employer paid life insurance, food discounts, etc.