



# City of Homer

[www.cityofhomer-ak.gov](http://www.cityofhomer-ak.gov)

Public Works

3575 Heath Street  
Homer, AK 99603

[publicworks@cityofhomer-ak.gov](mailto:publicworks@cityofhomer-ak.gov)

(p) 907- 235-3170

(f) 907-235-3145

## Memorandum 20-112

TO: Mayor Castner and Homer City Council  
THROUGH: Rick Abboud, Interim City Manager  
FROM: Jan Keiser, PE, JD, Director of Public Works  
DATE: June 10, 2020  
SUBJECT: Proposal for Campground Host Stipends

---

**Issue:** The City relies on Campground Hosts to perform a variety of duties related to the health and safety, as well as the enjoyment of campers and day-users in the City's campgrounds. These Hosts provide many hours of free labor. It is in the City's best interest to incentivize Campground Hosts so the City is able to recruit capable, enthusiastic and reliable Hosts. We propose paying a Stipend to Campground Hosts for their service.

**Background:** When we developed our original Campground Operations Plan, following the declaration of the COVID 19-related emergency, the Fishing Hole Campground was the only campground open and we had few campers. We had a Campground Host at Fishing Hole and the state had not yet issued "hunker down" orders or Health Mandates related to campground operations. Time went by and the Governor issued Health Mandate #16, Attachment L, related to campground operations that dramatically increased functional requirements. For example, Attachment L specified that there needed to be a 25 foot separation between campsites, sanitation requirements were increased, etc. At this time, we hadn't hired our normal complement of seasonal employees and were really short-handed.

We enlisted our Fishing Hole Campground Host to help address elements set forth in Attachment L – helping to frequently clean heavily-used touch points around the campground, such as at the restrooms, and to situate campers in sites with appropriate distancing. We realized in order to keep up, we urgently needed hosts in the other campgrounds to maintain order and comply with the frequently changing health guidance's. We came up with the idea for a Campground Host Stipend to incentivize potential hosts. Originally, we thought we could get COVID funding for this expense under the presumption that we really wouldn't need the hosts if it weren't for the health mandates.

A few weeks later, most of the restrictions on campground operation were lifted, and we were able to go back to almost normal operation. We were attracting crowds of people and found the hosts were very helpful in keeping order, COVID or no COVID.

Now, we have more staff, almost 75% of our normal level, and most of the health mandates have been lifted. But, the Campground Hosts are so helpful, we want to keep them – it's the most cost effective labor we have. We are getting hundreds of hours of free labor from these people. So, we'd like to pay them a stipend. We are no longer presuming this is a COVID-related expense, but is rather, part of our "new normal" to maintain public facilities that are safe and healthful for our patrons.

We propose a stipend of \$100 per week, to be paid for each week of April, May, June, July, August and September, for a total of \$8,100. There are funds in the Parks budget to support this because Parks did not bring on its full complement of seasonal employees until later in the season.

**Action Recommended:** That the City Council pass the proposed resolution authorizing a stipend for Campground Hosts not to exceed \$8,100 annually.