

## Attachment 6: Recreation Parks Minimum Wage Analysis

### SEASONAL EMPLOYEE COSTS

SECTION	FY 19-20		2019/2020		2020/2021	
	BUDGET	HOURS	>\$12.75/HR	INCREASE	>\$15.00/HR	INCREASE
ADMINISTRATION	\$ 40,493	1,022	\$ 40,493	\$ -	\$ 45,968	\$ 5,474
AQUATICS	554,408	36,431	554,408	-	600,529	46,121
COMMUNITY CENTERS	288,096	18,156	288,096	-	309,552	21,456
NEIGHBORHOOD SERVICES	178,033	11,830	178,275	242	197,480	19,205
PARKS MAINTENANCE	110,692	7,424	110,692	-	130,458	19,766
REGIONAL/HOWARTH	219,313	14,623	219,313	-	241,719	22,405
CAMPS	260,105	18,691	263,598	3,493	304,577	40,978
SPORTS	101,444	6,213	101,444	-	107,436	5,992
<b>SUB-TOTAL GENERAL FUND</b>	<b>1,752,585</b>	<b>114,389</b>	<b>1,756,321</b>	<b>3,735</b>	<b>1,937,718</b>	<b>181,397</b>
MEASURE O	282,161	18,831	282,329	168	308,542	26,213
<b>TOTAL ALL FUNDS</b>	<b>\$ 2,034,746</b>	<b>133,219</b>	<b>\$ 2,038,650</b>	<b>\$ 3,903</b>	<b>\$ 2,246,260</b>	<b>\$ 207,610</b>

SEASONAL TEMPS	#	%
Total Active	507	100%
< \$15.00/hr	468	92%
< \$12.75/hr	146	29%
Age 14 - 18	177	35%
Age 19 - 25	245	48%
Age 25 - 78	85	17%

## ATTACHMENT 6: Recreation and Parks Minimum Wage Analysis

### TEMPORARY EMPLOYEE WAGE SCALE (as of January 1, 2017) 2017 – 2022 FINAL

CLASSIFICATION	SALARY RANGE	STEPS
<p><b>RECREATION AIDE</b>  Recreation Aide  Camp Counselor Aide  Amusement Ride Operator  Concession Worker at Pools &amp; Howarth  Scorekeeper (NS)  Bingo Caller</p> <p>Supports and assists in daily program activities. May operate POS register. Works under direct supervision.</p>	<p><b>CURRENT RANGE</b>  \$10.00 – \$10.50  <b>JAN 2017</b>  \$10.50 – \$10.75  <b>JAN 2018</b>  \$11.00 - \$11.25  <b>JAN 2019</b>  \$12.00 - \$12.25  <b>JAN 2020</b>  \$13.00 - \$13.25  <b>JAN 2021</b>  \$14.00 - \$14.25  <b>JAN 2022</b>  \$15.00 - \$15.25</p>	<p><b>CURRENT STEPS</b>  \$10.00 – \$10.25- \$10.50  <b>JAN 2017</b>  \$10.50 – \$10.75  <b>JAN 2018</b>  \$11.00 - \$11.25  <b>JAN 2019</b>  \$12.00 - \$12.25  <b>JAN 2020</b>  \$13.00 - \$13.25  <b>JAN 2021</b>  \$14.00 - \$14.25  <b>JAN 2022</b>  \$15.00 - \$15.25</p>
<p><b>RECREATION LEADER</b>  Recreation Leader  Camp Counselor  Assistant Coach (NS)  Site Assistant - After School, Rec Sen, FSC (NS)</p> <p>Plans and leads daily program activities i.e. crafts, skits/songs, games; directs work experience program volunteers and recreation aides; light maintenance, program area preparation. May operate POS register.</p>	<p><b>CURRENT RANGE</b>  \$10.75 - \$11.25  <b>JAN 2017</b>  \$11.00 - \$11.25  <b>JAN 2018</b>  \$11.50 - \$11.75  <b>JAN 2019</b>  \$12.50 – \$12.75  <b>JAN 2020</b>  \$13.50 - \$13.75  <b>JAN 2021</b>  \$14.50 - \$14.75  <b>JAN 2022</b>  \$15.50 - \$15.75</p>	<p><b>CURRENT STEPS</b>  \$10.75 - \$11.00 - \$11.25  <b>JAN 2017</b>  \$11.00 - \$11.25  <b>JAN 2018</b>  \$11.50 - \$11.75  <b>JAN 2019</b>  \$12.50 – \$12.75  <b>JAN 2020</b>  \$13.50 - \$13.75  <b>JAN 2021</b>  \$14.50 - \$14.75  <b>JAN 2022</b>  \$15.50 - \$15.75</p>
<p><b>LIFEGUARD/SWIM INSTRUCTOR</b>  Pools &amp; Howarth Lake Ralphine</p> <p>Possesses lifeguard certification, CPR/AED for lifeguard, and Title 22 First Aid; provides patron surveillance, enforces rules, responds to emergencies; light maintenance; guides work experience program volunteers. Swim Instructors teach small group swim lessons.</p>	<p><b>CURRENT RANGE</b>  \$10.75 – \$12.00  <b>JAN 2017</b>  \$11.50 - \$12.25  <b>JAN 2018</b>  \$12.50 - \$12.75  <b>JAN 2019</b>  \$13.00 - \$13.25  <b>JAN 2020</b>  \$14.00 - \$14.25  <b>JAN 2021</b>  \$15.00 - \$15.25  <b>JAN 2022</b>  \$16.00 - \$16.25</p>	<p><b>CURRENT STEPS</b>  \$10.75 - \$11.00 - \$11.25 - \$11.50 - \$11.75 - \$12.00  <b>JAN 2017</b>  \$11.50 - \$12.25  <b>JAN 2018</b>  \$12.50 - \$12.75  <b>JAN 2019</b>  \$13.00 - \$13.25  <b>JAN 2020</b>  \$14.00 - \$14.25  <b>JAN 2021</b>  \$15.00 - \$15.25  <b>JAN 2022</b>  \$16.00 - \$16.25</p>

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### TEMPORARY EMPLOYEE WAGE SCALE (as of January 1, 2017) 2017 – 2022 FINAL

<b>ASST. ACTIVITY SPECIALIST</b>	<b>CURRENT RANGE</b>	<b>CURRENT STEPS:</b>
Assistant Camp Director	\$11.50 -12.50	\$11.50 - \$12.00 - \$12.50
Assistant Rec Sen Director	<b>JAN 2017</b>	<b>JAN 2017</b>
Howarth Park Assistant Manager	\$11.50 - \$12.50	\$11.50 - \$12.50
Front Desk/Counter Assistant at Pools & Centers	<b>JAN 2018</b>	<b>JAN 2018</b>
Adult Softball Scorekeeper/Field Prep	\$12.50 - \$12.75	\$12.50 - \$12.75
Head Coach (NS)	<b>JAN 2019</b>	<b>JAN 2019</b>
Site Lead - After School, events, FSC (NS)	\$13.50 - \$13.75	\$13.50 - \$13.75
Building/Pool Aide	<b>JAN 2020</b>	<b>JAN 2020</b>
	\$14.50 - \$14.75	\$14.50 - \$14.75
	<b>JAN 2021</b>	<b>JAN 2021</b>
Responsible for program implementation during an assigned shift or program; assists with administrative tasks, registration, money handling, organizing supplies. Assists with maintenance at Pool or Community Center facility, including custodial, cleaning, room or area set up/preparation. May be left in charge for short periods of time, open/close and monitor buildings, work independently, have facility keys and alarm codes, and/or drive City vehicle.	\$15.50 - \$15.75	\$15.50 - \$15.75
	<b>JAN 2022</b>	<b>JAN 2022</b>
	\$16.50 - \$16.75	\$16.50 - \$16.75
<b>ACTIVITY SPECIALIST</b>	<b>CURRENT RANGE:</b>	<b>CURRENT STEPS</b>
Camp Director	\$12.75 - \$14.25	\$12.75 – \$13.50 - \$14.25
Rec Sen Director	<b>JAN 2017</b>	<b>JAN 2017</b>
Howarth Park Manager	\$13.25-\$14.25	\$13.25 - \$13.75 - \$14.25
Head Lifeguard	<b>JAN 2018</b>	<b>JAN 2018</b>
Sports Director	\$13.50 - \$14.50	\$13.50 - \$14.00 - \$14.50
Event Host	<b>JAN 2019</b>	<b>JAN 2019</b>
Permit Monitor	\$14.50 - \$15.50	\$14.50 - \$15.00 - \$15.50
Park Aide	<b>JAN 2020</b>	<b>JAN 2020</b>
	\$15.50 - \$16.50	\$15.50 - \$16.00 - \$16.50
	<b>JAN 2021</b>	<b>JAN 2021</b>
Onsite facility or program supervision; assists permanent staff with program planning and operations; interviews and monitors other temporary employees; communicates and builds relationships with parents, staff and public; leads activities; purchases supplies with petty cash; money handling; registration, possesses special knowledge, certifications or skills to fulfill job responsibilities. Assists with maintenance at parks including custodial, litter removal, cleaning, landscape, area set up/preparation. May have facility keys and alarm codes and drive City vehicle.	\$16.50 - \$17.50	\$16.50 - \$17.00 - \$17.50
	<b>JAN 2022</b>	<b>JAN 2022</b>
	\$17.50 - \$18.50	\$17.50 - \$18.00 - \$18.50

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### TEMPORARY EMPLOYEE WAGE SCALE (as of January 1, 2017) 2017 – 2022 FINAL

SPECIFIC ACTIVITY INSTRUCTOR/ASSISTANT	CURRENT RANGE	CURRENT RANGE
Private Swim Instructor	\$11.00 - \$35.00 <b>JAN 2017</b>	\$11.00 - \$35.00 <b>JAN 2017</b>
Tiny Tot Instructor	\$12.00 - \$35.00 <b>JAN 2018</b>	\$12.00 - \$35.00 <b>JAN 2018</b>
Kindergym Instructor	\$13.00 - \$35.00 <b>JAN 2019</b>	\$13.00 - \$35.00 <b>JAN 2019</b>
Boating Instructor	\$14.00 - \$35.00 <b>JAN 2020</b>	\$14.00 - \$35.00 <b>JAN 2020</b>
Stage Driver	\$15.00 - \$35.00 <b>JAN 2021</b>	\$15.00 - \$35.00 <b>JAN 2021</b>
Photographer	\$16.00 - \$35.00 <b>JAN 2022</b>	\$16.00 - \$35.00 <b>JAN 2022</b>
Digital Media Assistant		
Arts Program Assistant		
Contract Assistant		
Howarth Operations Assistant		
Adult Sports League Assistant		
Water Polo Instructor		
<p>Works in a specialized area requiring high level of expertise, including, but not limited to, above. Hiring in this category requires the approval of the Recreation &amp; Parks Director prior to making an offer of employment and hourly rate.</p>		