

SEASONAL POOL STAFF WAGE INCREASE PROPOSAL

Increase the pay rates for pool staff members by \$0.50 per hour. This would be an increase to the base rate (starting wage), as well as an increase on top of the returning employees' rates.

- The estimated increase is based on employees working for 12 weeks at 30 hours per week. We have employees who work 40 hours a week during the pool season, but we also have employees who only work 10-15 hours a week; so this estimate may be on the higher end.
- With this estimation in mind, it will leave us with approximately \$1,468.87 left in our budget for pool staff wages for any added hours that were not accounted for.

Current base rate/starting wage for pool staff (hourly rates unless otherwise noted):

Pool Manager: \$20.00	Front Desk Personnel - \$11.00
Head Lifeguards - \$14.50	Pool Maintenance Worker - \$20.75
Lifeguard/WSI Teaching - \$13.50	Asst Swim Team Coaches - \$13.00
Lifeguard/WSI - \$13.25	*Head Swim Team Coach - \$3000/season
Lifeguard (must be 15) - \$13.00	

Budget:

- o 2024 Pool Wages Budgeted - \$85,000.00
- o 2024 Pool Wages Expended - \$81,331.13
- o 2025 budgeted is \$90,000.00, which accounts for \$5,000 expected increase
- o An increase by \$0.50 hourly would be \$7,200 additional to *what we paid* last year (based on last year numbers). This option would leave \$1,468.87 left in budget based on the estimation.

REFERENCE POINT: Other Local Pool Positions and Pay Wages:

Community	Position	Starting Pay (hourly)	Yearly Increase (hourly)
Mineral Point	Lifeguard	\$13.00	\$0.30
	*Lifeguards are also front desk employees		
Darlington	Pool Manager	\$16.07	-
	Assistant Manager	\$14.98	-
	Lifeguards	\$11.75	\$0.16
Dodgeville	Lifeguard	\$13.00	\$0.50
	Head Lifeguard	\$14.50	\$0.50
	Front Desk	\$11.00	\$0.50
Mount Horeb	Lifeguard	\$15.00	\$0.25
	Head Lifeguard	\$17.00	\$0.25
	Pool Attendant	\$10.00	\$0.25
Platteville	Lifeguard	\$15.00	\$0.50
	Pool Attendant	\$9.00	\$0.50