

MEMO

Finance

To:	Committee of the Whole
From:	Finance Director, Van Rossum
Date:	11/11/2023
Re:	Position Classifications and Wage Scale Pertaining to 2025 Budget

Attached is the updated wage scale and position classification for the nonrepresented employees of the City. This revised compensation program, approved at the 4/16/24 meeting, builds upon data from our 2022 Compensation and Classification Study and integrates performance-based elements to enhance accountability and alignment with city goals.

The 2025 fiscal year wage scale reflects a 3% increase as outlined in the budget, aligning with both market conditions and cost-of-living adjustments for our employees. This update ensures competitive and fair compensation for all non-represented employees, covering both exempt/nonexempt positions and the Street Department. Seasonal staff, however, will continue to follow a separate table aligned with this wage scale.

With the budget's 3% increase for 2025, the revised wage scale and position classification will take effect with the first paycheck of the 2025 budget year. This implementation underscores our commitment to fairly compensating employees for their valuable contributions to the City.

City of Kaukauna Pay Grade Classification As of January 1, 2025

Grade	Positions
1	
2	Library Assistant
3 4	
5	Office Assistant, Administrative Coordinator (Library)
6	
7	Records Assistant, Clerk of Courts
8	Administrative Coordinator (Mayor), Planning & Community Development Coordinator, Assistant Naturalist, Environmental Center Administrative Assistant, Environmental Center Site Manager
9	AR Specialist, AP Specialist, Paralegal, Library Technology Coordinator
10	Janitor (aka facilities), Laborer, Park Tech, Sm Truck, Tandem Truck Code Enforcement Officer
11	Heavy Equip & Sewer, Senior Paralegal
12	Mechanic
13	Youth Services Librarian I, Adult Services Librarian I
14	Administrative Services Supervisor (PD), Youth Services Librarian II, Adult Services Librarian II, HR/Payroll Coordinator
15	Associate Planner
16	Planning/Engineering Tech
17	City Clerk, Naturalist, Recreation Program Manager, Community Enrichment Program Manager, Principal Planner, Accountant
18	Principal Planner, Accountant
19	Street Foreman, Marketing & Communications Manager
20	Project Engineer
21	Street Superintendent, Senior Project Engineer, Building Inspector, Asst. Library Director, IT Manager, Assistant Fire Chief Training, Senior Accountant
22 23	LT Investigator, Assistant Fire Chief - Shifts
24	Assistant Fire Chief - Day, Assistant Police Chief
25	Director of Planning & Community Development, Library Director, Recreation & Community Enrichment Director
26	HR Director
27	Fire Chief, Police Chief
28 29	Director of Public Works
29 30	Finance Director /Treasurer

min time on step 6 months 12 months

Merit Incentives

Performance on Perfo	Grade	FLSA Status	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	
1 non-exempt \$16.28 \$16.68 \$17.07 \$17.47 \$17.88 \$18.28 \$18.70 \$19.14 \$19.58 2 non-exempt \$18.34 \$18.78 \$19.22 \$19.67 \$20.14 \$20.60 \$21.107 \$21.56 \$22.05 3 non-exempt \$18.12 \$19.57 \$20.35 \$20.88 \$21.47 \$21.66 \$22.35 4 non-exempt \$21.14 \$21.64 \$22.35 \$20.35 \$22.30 \$22.45 \$22.50 \$25.59 7 non-exempt \$22.12 \$22.35 \$22.60 \$22.45 \$22.81 \$22.80 \$25.69 \$20.75 \$28.60 \$22.87 \$26.40 \$27.76 8 non-exempt \$22.50 \$25.29 \$26.29 \$26.90 \$27.54 \$28.17 \$28.82 \$29.49 \$30.67 \$31.38 10 non-exempt \$28.50 \$29.17 \$29.86 \$30.56 \$31.28 \$33.21 \$33.24 \$33.24 \$34.79 \$34.79 \$31.38 </th <th></th> <th>Performance Score</th> <th>Mir</th> <th>nimum score 2</th> <th>.75</th> <th>Minimum</th> <th>score of 3</th> <th>Minimum sc</th> <th>ore of 3.25</th> <th>Minimum s</th> <th>core of 3.5</th> <th>Minimum score of 3.75</th>		Performance Score	Mir	nimum score 2	.75	Minimum	score of 3	Minimum sc	ore of 3.25	Minimum s	core of 3.5	Minimum score of 3.75
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14exempt559,317\$60,712\$62,142\$63,605\$65,102\$66,600\$68,131\$59,698\$71,30215exempt\$60,966\$62,400\$63,869\$65,373\$66,912\$68,841\$70,026\$71,635\$73,28316exempt\$61,313\$62,757\$64,234\$65,746\$67,294\$68,842\$70,425\$72,044\$73,70217exempt\$66,000\$67,554\$69,144\$70,772\$72,438\$74,104\$75,809\$77,553\$79,33618exempt\$69,764\$71,407\$73,088\$74,808\$76,569\$78,330\$80,132\$81,976\$83,86119exempt\$70,323\$71,978\$73,673\$75,407\$77,183\$78,958\$80,774\$82,632\$84,53220exempt\$71,266\$72,944\$74,661\$76,418\$78,217\$80,016\$81,856\$83,739\$85,66521exempt\$79,929\$81,811\$83,737\$85,708\$87,726\$89,744\$91,808\$99,920\$96,07922exempt\$83,981\$85,959\$87,982\$90,053\$92,173\$94,293\$96,462\$98,680\$100,95023exempt\$94,332\$96,552\$98,825\$101,152\$103,534\$105,915\$108,351\$110,842\$113,39224exempt\$94,332\$96,552\$98,825\$101,152\$103,534\$105,915\$108,351\$110,842\$113,39225exempt\$98,575\$100,8	12	non-exempt	\$32.53	\$33.29	\$34.07	\$34.88	\$35.70	\$36.53	\$37.40	\$38.27	\$39.18	
15exempt\$60,96\$62,400\$63,869\$65,373\$66,912\$68,451\$70,026\$71,635\$73,28316exempt\$61,313\$62,757\$64,234\$65,746\$67,294\$68,842\$70,425\$72,044\$73,70217exempt\$66,000\$67,554\$69,144\$70,772\$72,438\$74,104\$75,809\$77,553\$79,33618exempt\$69,764\$71,407\$73,088\$74,808\$76,569\$78,330\$80,132\$81,976\$83,86119exempt\$70,323\$71,978\$77,673\$75,407\$77,183\$78,958\$80,774\$82,632\$84,53220exempt\$71,266\$72,944\$74,661\$76,418\$78,217\$80,016\$81,856\$83,739\$85,66521exempt\$79,929\$81,811\$83,737\$85,708\$87,726\$89,744\$91,808\$93,920\$96,07922exempt\$83,981\$85,959\$87,982\$90,053\$92,173\$94,293\$96,642\$98,680\$100,95023exempt\$88,059\$90,131\$92,253\$94,425\$96,648\$98,871\$101,145\$103,472\$105,85124exempt\$94,332\$96,552\$98,825\$101,152\$103,534\$105,915\$108,351\$110,842\$113,39225exempt\$98,575\$100,896\$103,271\$105,702\$108,190\$110,679\$113,225\$115,829\$118,49326exempt\$103,206\$	13	exempt	\$56,652	\$57 <i>,</i> 986	\$59,351	\$60,748	\$62,178	\$63,609	\$65,071	\$66,568	\$68,099	
16exempt\$61,313\$62,757\$64,234\$65,746\$67,294\$68,842\$70,425\$72,044\$73,70217exempt\$66,000\$67,554\$69,144\$70,772\$72,438\$74,104\$75,809\$77,553\$79,33618exempt\$66,764\$71,407\$73,088\$74,808\$76,569\$78,330\$80,132\$81,976\$83,86119exempt\$70,323\$71,978\$73,673\$75,407\$77,183\$78,958\$80,774\$82,632\$84,53220exempt\$71,266\$72,944\$74,661\$76,418\$78,217\$80,016\$81,856\$83,739\$85,66521exempt\$79,929\$81,811\$83,737\$85,708\$87,726\$89,744\$91,808\$93,920\$96,07922exempt\$83,981\$85,959\$87,982\$90,053\$92,173\$94,293\$96,462\$98,680\$100,95023exempt\$94,332\$96,552\$98,825\$101,152\$103,534\$105,915\$108,351\$110,842\$113,39224exempt\$94,332\$96,552\$98,825\$101,152\$103,534\$105,915\$108,351\$110,842\$113,39225exempt\$98,575\$100,896\$103,271\$105,702\$108,190\$110,679\$113,225\$115,829\$118,49326exempt\$103,206\$105,636\$108,122\$110,668\$113,273\$115,879\$118,544\$121,270\$124,05927exempt\$107,	14	exempt	\$59,317	\$60,712	\$62,142	\$63,605	\$65,102	\$66,600	\$68,131	\$69,698	\$71,302	
17exempt\$66,000\$67,554\$69,144\$70,772\$72,438\$74,104\$75,809\$77,553\$79,33618exempt\$69,764\$71,407\$73,088\$74,808\$76,569\$78,330\$80,132\$81,976\$83,86119exempt\$70,323\$71,978\$73,673\$75,407\$77,183\$78,958\$80,774\$82,632\$84,53220exempt\$71,266\$72,944\$74,661\$76,418\$78,217\$80,016\$81,856\$83,739\$85,66521exempt\$79,929\$81,811\$83,737\$85,708\$87,726\$89,744\$91,808\$93,920\$96,07922exempt\$83,981\$85,959\$87,982\$90,053\$92,173\$94,293\$96,462\$98,680\$100,95023exempt\$88,059\$90,131\$92,253\$94,425\$96,648\$98,871\$101,145\$103,472\$105,85124exempt\$94,332\$96,552\$98,825\$101,152\$103,534\$105,915\$108,351\$110,842\$113,39225exempt\$98,575\$100,896\$103,271\$105,702\$108,190\$110,679\$113,225\$115,829\$118,49326exempt\$103,206\$105,636\$108,122\$110,668\$113,273\$115,879\$118,544\$121,270\$124,05927exempt\$107,851\$110,390\$112,989\$115,648\$113,371\$121,094\$123,879\$126,728\$129,64328exempt <td< td=""><td>15</td><td>exempt</td><td>\$60,966</td><td>\$62,400</td><td>\$63,869</td><td>\$65,373</td><td>\$66,912</td><td>\$68,451</td><td>\$70,026</td><td>\$71,635</td><td>\$73,283</td><td></td></td<>	15	exempt	\$60,966	\$62,400	\$63,869	\$65,373	\$66,912	\$68,451	\$70,026	\$71,635	\$73,283	
18exempt\$69,764\$71,407\$73,088\$74,808\$76,569\$78,330\$80,132\$81,976\$83,86119exempt\$70,323\$71,978\$73,673\$75,407\$77,183\$78,958\$80,774\$82,632\$84,53220exempt\$71,266\$72,944\$74,661\$76,418\$78,217\$80,016\$81,856\$83,739\$85,66521exempt\$79,929\$81,811\$83,737\$85,708\$87,726\$89,744\$91,808\$93,920\$96,07922exempt\$83,981\$85,959\$87,982\$90,053\$92,173\$94,293\$96,462\$98,680\$100,95023exempt\$88,059\$90,131\$92,253\$94,425\$96,648\$98,871\$101,145\$103,472\$105,85124exempt\$94,332\$96,552\$98,825\$101,152\$103,534\$105,915\$108,351\$110,842\$113,39225exempt\$98,575\$100,896\$103,271\$105,702\$108,190\$110,679\$113,225\$115,829\$118,49326exempt\$103,206\$105,636\$108,122\$110,668\$113,273\$115,879\$118,544\$121,270\$124,05927exempt\$107,851\$110,390\$112,989\$115,648\$113,371\$121,094\$123,879\$126,728\$129,64326exempt\$107,851\$110,390\$112,989\$115,648\$118,371\$121,094\$123,879\$126,728\$129,64327exemp	16	exempt	\$61,313	\$62,757	\$64,234	\$65,746	\$67,294	\$68,842	\$70,425	\$72,044	\$73,702	
19exempt\$70,323\$71,978\$73,673\$75,407\$77,183\$78,958\$80,774\$82,632\$84,53220exempt\$71,266\$72,944\$74,661\$76,418\$78,217\$80,016\$81,856\$83,739\$85,66521exempt\$79,929\$81,811\$83,737\$85,708\$87,726\$89,744\$91,808\$93,920\$96,07922exempt\$83,981\$85,959\$87,982\$90,053\$92,173\$94,293\$96,462\$98,680\$100,95023exempt\$88,059\$90,131\$92,253\$94,425\$96,648\$98,871\$101,145\$103,472\$105,85124exempt\$94,332\$96,552\$98,825\$101,152\$103,534\$105,915\$108,351\$110,842\$113,39225exempt\$98,575\$100,896\$103,271\$105,702\$108,190\$110,679\$113,225\$115,829\$118,49326exempt\$103,206\$105,636\$108,122\$110,668\$113,273\$115,879\$118,544\$121,270\$124,05927exempt\$107,851\$110,390\$112,989\$115,648\$118,371\$121,094\$123,879\$126,728\$129,64328exempt\$112,705\$115,357\$118,073\$120,853\$123,698\$126,543\$129,453\$132,431\$135,477	17	exempt	\$66,000	\$67,554	\$69,144	\$70,772	\$72,438	\$74,104	\$75,809	\$77,553	\$79 <i>,</i> 336	
20exempt\$71,266\$72,944\$74,661\$76,418\$78,217\$80,016\$81,856\$83,739\$85,66521exempt\$79,929\$81,811\$83,737\$85,708\$87,726\$89,744\$91,808\$93,920\$96,07922exempt\$83,981\$85,959\$87,982\$90,053\$92,173\$94,293\$96,462\$98,680\$100,95023exempt\$88,059\$90,131\$92,253\$94,425\$96,648\$98,871\$101,145\$103,472\$105,85124exempt\$94,332\$96,552\$98,825\$101,152\$103,534\$105,915\$108,351\$110,842\$113,39225exempt\$98,575\$100,896\$103,271\$105,702\$108,190\$110,679\$113,225\$115,829\$118,49326exempt\$103,206\$105,636\$108,122\$110,668\$113,273\$115,879\$118,544\$121,270\$124,05927exempt\$107,851\$110,390\$112,989\$115,648\$118,371\$121,094\$123,879\$126,728\$129,64328exempt\$112,705\$115,357\$118,073\$120,853\$123,698\$126,543\$129,453\$132,431\$135,477	18	exempt	\$69,764	\$71,407	\$73,088	\$74,808	\$76,569	\$78,330	\$80,132	\$81,976	\$83,861	
21exempt\$79,929\$81,811\$83,737\$85,708\$87,726\$89,744\$91,808\$93,920\$96,07922exempt\$83,981\$85,959\$87,982\$90,053\$92,173\$94,293\$96,462\$98,680\$100,95023exempt\$88,059\$90,131\$92,253\$94,425\$96,648\$98,871\$101,145\$103,472\$105,85124exempt\$94,332\$96,552\$98,825\$101,152\$103,534\$105,915\$108,351\$110,842\$113,39225exempt\$98,575\$100,896\$103,271\$105,702\$108,190\$110,679\$113,225\$115,829\$118,49326exempt\$103,206\$105,636\$108,122\$110,668\$113,273\$115,879\$118,544\$121,270\$124,05927exempt\$107,851\$110,390\$112,989\$115,648\$118,371\$121,094\$123,879\$126,728\$129,64328exempt\$112,705\$115,357\$118,073\$120,853\$123,698\$126,543\$129,453\$132,431\$135,477	19	exempt	\$70,323	\$71,978	\$73,673	\$75,407	\$77,183	\$78 <i>,</i> 958	\$80,774	\$82,632	\$84,532	
22exempt\$83,981\$85,959\$87,982\$90,053\$92,173\$94,293\$96,462\$98,680\$100,95023exempt\$88,059\$90,131\$92,253\$94,425\$96,648\$98,871\$101,145\$103,472\$105,85124exempt\$94,332\$96,552\$98,825\$101,152\$103,534\$105,915\$108,351\$110,842\$113,39225exempt\$98,575\$100,896\$103,271\$105,702\$108,190\$110,679\$113,225\$115,829\$118,49326exempt\$103,206\$105,636\$108,122\$110,668\$113,273\$115,879\$118,544\$121,270\$124,05927exempt\$107,851\$110,390\$112,989\$115,648\$118,371\$121,094\$123,879\$126,728\$129,64328exempt\$112,705\$115,357\$118,073\$120,853\$123,698\$126,543\$129,453\$132,431\$135,477	20	exempt	\$71,266	\$72,944	\$74,661	\$76,418	\$78,217	\$80,016	\$81,856	\$83,739	\$85 <i>,</i> 665	
23exempt\$88,059\$90,131\$92,253\$94,425\$96,648\$98,871\$101,145\$103,472\$105,85124exempt\$94,332\$96,552\$98,825\$101,152\$103,534\$105,915\$108,351\$110,842\$113,39225exempt\$98,575\$100,896\$103,271\$105,702\$108,190\$110,679\$113,225\$115,829\$118,49326exempt\$103,206\$105,636\$108,122\$110,668\$113,273\$115,879\$118,544\$121,270\$124,05927exempt\$107,851\$110,390\$112,989\$115,648\$118,371\$121,094\$123,879\$126,728\$129,64328exempt\$112,705\$115,357\$118,073\$120,853\$123,698\$126,543\$129,453\$132,431\$135,477	21	exempt	\$79 <i>,</i> 929	\$81,811	\$83,737	\$85,708	\$87,726	\$89,744	\$91,808	\$93 <i>,</i> 920	\$96 <i>,</i> 079	
24exempt\$94,332\$96,552\$98,825\$101,152\$103,534\$105,915\$108,351\$110,842\$113,39225exempt\$98,575\$100,896\$103,271\$105,702\$108,190\$110,679\$113,225\$115,829\$118,49326exempt\$103,206\$105,636\$108,122\$110,668\$113,273\$115,879\$118,544\$121,270\$124,05927exempt\$107,851\$110,390\$112,989\$115,648\$118,371\$121,094\$123,879\$126,728\$129,64328exempt\$112,705\$115,357\$118,073\$120,853\$123,698\$126,543\$129,453\$132,431\$135,477		exempt	\$83,981	\$85,959	\$87,982	\$90,053	\$92,173	\$94,293	\$96,462	\$98 <i>,</i> 680	\$100,950	
25exempt\$98,575\$100,896\$103,271\$105,702\$108,190\$110,679\$113,225\$115,829\$118,49326exempt\$103,206\$105,636\$108,122\$110,668\$113,273\$115,879\$118,544\$121,270\$124,05927exempt\$107,851\$110,390\$112,989\$115,648\$118,371\$121,094\$123,879\$126,728\$129,64328exempt\$112,705\$115,357\$118,073\$120,853\$123,698\$126,543\$129,453\$132,431\$135,477		exempt	\$88,059	\$90,131	\$92,253	\$94,425	\$96,648	\$98,871	\$101,145	\$103,472	\$105,851	
26exempt\$103,206\$105,636\$108,122\$110,668\$113,273\$115,879\$118,544\$121,270\$124,05927exempt\$107,851\$110,390\$112,989\$115,648\$118,371\$121,094\$123,879\$126,728\$129,64328exempt\$112,705\$115,357\$118,073\$120,853\$123,698\$126,543\$129,453\$132,431\$135,477	24	exempt	\$94,332	\$96,552	\$98,825	\$101,152	\$103,534	\$105,915	\$108,351	\$110,842	\$113,392	
27exempt\$107,851\$110,390\$112,989\$115,648\$118,371\$121,094\$123,879\$126,728\$129,64328exempt\$112,705\$115,357\$118,073\$120,853\$123,698\$126,543\$129,453\$132,431\$135,477	25	exempt	\$98 <i>,</i> 575	\$100,896	\$103,271	\$105,702	\$108,190	\$110,679	\$113,225	\$115,829	\$118,493	
28 exempt \$112,705 \$115,357 \$118,073 \$120,853 \$123,698 \$126,543 \$129,453 \$132,431 \$135,477	26	exempt	\$103,206	\$105,636	\$108,122	\$110,668	\$113,273	\$115,879	\$118,544	\$121,270	\$124,059	
	27	exempt	\$107,851	\$110,390	\$112,989	\$115,648	\$118,371	\$121,094	\$123,879	\$126,728	\$129,643	
29 exempt \$117,775 \$120,548 \$123,386 \$126,290 \$129,263 \$132,237 \$135,278 \$138,389 \$141,572	28	exempt	\$112,705	\$115,357	\$118,073	\$120,853	\$123,698	\$126,543	\$129,453	\$132,431	\$135,477	
		exempt	\$117,775	\$120,548	\$123,386	\$126,290	\$129,263	\$132,237	\$135,278	\$138,389	\$141,572	
30 exempt \$123,075 \$125,972 \$128,937 \$131,973 \$135,080 \$138,187 \$141,365 \$144,617 \$147,943	30	exempt	\$123,075	\$125,972	\$128,937	\$131,973	\$135,080	\$138,187	\$141,365	\$144,617	\$147,943	

2025 City of Kaukauna Season Positions

POSITION TITLE	2024 Rates	2025 Rates
ARCHERY/RIFLERY INSTRUCTOR	\$21.99	\$22.65
	+=	÷==::::
ASSISTANT POOL SUPERVISOR	\$18.70	\$19.26
		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
ATTENDANTS / CONCESSIONAIRE - ENTRY	\$12.26	\$12.63
ATTENDANTS / CONCESSIONAIRE - 1 YEAR	\$12.44	
	, , , , , , , , , , , , , , , , , , ,	,
CROSSING GUARD	\$15.91	\$16.39
	· · · · ·	
COMMUNITY SERVICE OFFICER (CSO)	\$15.91	\$16.39
		· · · · ·
DANCE INSTRUCTORS - 1 YEAR	\$25.38	\$26.14
DANCE INSTRUCTORS - 2 YEAR	\$26.92	
DANCE INSTRUCTORS - 3 YEAR	\$28.47	
	+=0	+=0.0=
DISC GOLF	\$19.88	\$20.48
	\$10.00	\$20.10
DRIBBLERS CLUB COORDINATOR	\$21.99	\$22.65
	φ21.00	\$22.00
FLAG FOOTBALL COORDINATOR (Supervisor)	\$22.23	\$22.90
FLAG FOOTBALL INSTRUCTOR	\$13.51	
FLAG FOOTBALL REFEREE (PER GAME)	\$16.28	
	ψ10.20	ψ10.77
GOLF AIDE	\$12.98	\$13.37
GOLF INSTRUCTOR	\$25.39	
	φ20.39	φ20.15
GYMNASTICS - SPRING / SUMMER / FALL (Instructor)	\$13.59	\$16.00
GYMNASTICS - SPRING / SOMMER / FALL (Instructor)	\$13.59	
GTWINASTICS - SERING/FALL (Supervisor)	\$20.90	\$29.03
LEAD CONCESSIONAIRE	\$15.25	\$15.71
	\$15.25	φ10.71
LIFEGUARDS - ENTRY	\$15.12	¢15.57
LIFEGUARDS - 2 YEAR	\$15.12	
LIFEGUARDS - 2 YEAR	\$17.15	
LIFEGUARDS - 5 TEAR	\$17.13	۵۱/.00
OPEN GYM SUPERVISOR / ATTENDANT	\$12.56	\$12.94
OPEN GTM SUPERVISOR / ATTENDANT	٥٢.٢١	\$12.94
	¢10.05	¢12.24
PLANNING / NATURALIST / COMMUNITY ENRICHMENT INTERN	\$12.85	
	\$20.09	
ENGINEERING INTERN	\$16.36	
ENGINEERING YOUTH APPRENTICE	\$11.44	\$11.78
	.	<u> </u>
	\$11.64	
POC-CALL-IN (FIRE FIGHTER)	\$16.09	
	\$12.02	
POC-CALL-IN (DRIVER)	\$16.42	\$16.91
POOL LANDSCAPER- ENTRY	\$14.21	
POOL LANDSCAPER- 1 YEAR	\$14.75	
POOL LANDSCAPER- 2 YEAR	\$15.21	\$15.67
POOL MAINTENANCE MANAGER - ENTRY	\$20.27	\$20.88

2025 City of Kaukauna Season Positions

POSITION TITLE	2024 Rates	2025 Rates
POOL MAINTENANCE MANAGER - 2 YEAR	\$22.29	\$22.96
POOL MAINTENANCE MANAGER - 3 YEAR	\$24.32	\$25.05
POOL SUPERVISOR	\$22.48	\$23.15
SCOREKEEPER	\$12.41	\$15.00
STRONG BONES INSTRUCTOR	\$16.37	
SUMMER SCHOOL AIDE - ENTRY	\$12.85	\$13.24
SUMMER SCHOOL AIDE - 2 YEAR	\$13.89	
SUMMER SCHOOL AIDE - 3 YEAR	\$14.72	
TEACHER* (Get from School)	TBD	TBD
TEACHER(not KASD Teacher)	\$24.51	
UMPIRE - ADULT DIAMOND SPORTS / 7 & 8 YR OLD BASEBALL	\$26.92	\$27.73
UMPIRE - YOUTH DIAMOND SPORTS (Bases)	\$37.26	
UMPIRE - YOUTH DIAMOND SPORTS (Plate)	\$44.75	
VOLLEYBALL INSTRUCTOR	\$21.99	\$22.65
WATER AEROBICS INSTRUCTOR	\$15.01	\$15.46
WATER SAFETY INSTRUCTOR (W/LIFEGUARD CERTIFICATION)	\$17.69	\$18.22
YOUTH SPORT ASSISTANT	\$15.01	\$15.46