



# Pool Wages Difference

PARKS / CEMETERY / TRAILS / AQUATICS / CAMPGROUND

## Guards

Current rates	Start \$10.30	4065 hours	\$41,869.50
Proposed rate	Start \$12.00	4065 hours	<u>\$48,780.00</u>
		<b>Difference</b>	<b>\$6,910.50</b>

3% Increases	Second Season \$12.36	Third Season \$12.73	Fourth Season \$13.11
--------------	--------------------------	-------------------------	--------------------------

## Front Desk/Concessions

Current rates	Start \$8.24	1418 hours	\$11,684.32
Proposed rate	Start \$10.00	1418 hours	<u>\$14,180.00</u>
		<b>Difference</b>	<b>\$2,495.68</b>

3% Increases	Second Season \$10.25	Third Season \$10.55	Fourth Season \$10.86
--------------	--------------------------	-------------------------	--------------------------

## Managers

### Manager

Current rate	Start \$15.00	620 hours	\$9,864.20	Currently \$15.91
Proposed	Start \$18.00	620 hours	<u>\$11,160.00</u>	
		<b>Difference</b>	<b>\$1,295.80</b>	

3% Increases	Second Season \$18.79	Third Season \$19.35	Fourth Season \$19.93
--------------	--------------------------	-------------------------	--------------------------

### Assistant

Current rate	Start \$12.36	520 hours	\$6,427.20
Proposed	Start \$14.50	520 hours	<u>\$7,540.00</u>
		<b>Difference</b>	<b>\$1,112.80</b>

3% Increases	Second Season \$14.93	Third Season \$15.37	Fourth Season \$15.83
--------------	--------------------------	-------------------------	--------------------------

**\$11,814.78**

Purchase all chemicals through CIP 123-5250-67242

Move \$13,000 to Salary 001-4410-60100

Keep \$2,000 in Supply 001-4410-65070

## Wage Comparables



	<u>Manager</u>	<u>Guard</u>	<u>Front Desk</u>
Monticello	\$11,278 \$18.19 @620 hrs	\$12.25	\$10.25
Charles City	\$13.50	\$10.20	\$8.90
Vinton	\$5-\$6k	\$12.00	\$12.00
Waukon	\$18.00	\$13.00	\$13.00
Sumner	\$17.25	\$11.00	NA
New Hampton	\$16.00	\$12.00	\$9.00
Independence	\$14-17	\$10.50-13	\$9-11
Oelwein	<u>\$15.00</u>	<u>\$10.30</u>	<u>\$8.24</u>
<b>Averages</b>	<b>\$16.32</b>	<b>\$11.54</b>	<b>\$10.23</b>

### Local Employer starting wages

McDonalds	\$11.00
Fareway	\$14.00
Dollar Fresh	\$12.00
Casey's	\$12.00
Kwik Star	\$15.00