



Common Council Agenda Item

Meeting Date: May 5, 2026

Agenda Item: Salary Resolution Amendment – Instructors, Leaders and Concessions

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BACKGROUND

(Enter the who, what when, where, why)

The Parks & Recreation Department requested an update to the salary resolution ranges for certified and uncertified instructors and activity leaders and concession stand employees.

This has historically been a challenging area to administer due to unclear distinctions between certified and uncertified roles, inconsistent compensation practices, and varying interpretations among supervisors, Human Resources, and payroll staff. These challenges have led to confusion regarding appropriate classification and pay levels. For instance, long-term instructors have experienced little to no wage growth over time, while new candidates are requesting significantly higher rates based on market conditions. This can create inconsistencies in pay and limited incentives for instructors to continue or expand their participation.

As part of this clarification effort, the “Concessions” title has also been added to clearly distinguish those roles that work at Treyton’s from Aquatic Center front desk position

The proposed update clarifies the salary ranges for these classifications and provides more consistent parameters for compensation decisions moving forward.

PREVIOUS ACTIONS – COMMITTEE RECOMMENDATIONS

(Dates, committees, action taken)

On April 28, 2026, the Finance Committee unanimously recommended approval of the salary resolution.

FINANCIAL IMPACT

(If none, state N/A)

The proposed amendment updates the salary resolution as follows:

- Uncertified Instructors: up to \$30.00 per hour (was \$20.00)
- Activity Leaders: range adjusted from \$10.83 - \$14.12 to \$12.00 to \$18.00
- Deletes Activity Instructors (absorbed into Leaders)
- Differentiates between concession workers at Treyton’s and desk staff at WAFC

Any resulting wage adjustments will be managed within existing Parks & Recreation program budget.

STAFF COMMENTS

Staff recommend approval of the amendment to the salary resolution.

ATTACHMENT(S) INCLUDED

(If none, state N/A)

1. N/A