



Finance Committee Agenda Item

Meeting Date: April 28, 2026

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

Staff Contact (name, email, phone): Sara Marquardt, smarquardt@whitewater-wi.gov, 262-473-1387

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 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)

N/A

FINANCIAL IMPACT

(If none, state N/A)

The proposed amendment updates the salary resolution ranges as follows:

- Uncertified Instructors: up to \$30.00 per hour
- Certified Instructors: up to \$50.00 per hour
- Activity Leaders: range adjusted from \$10.83 - \$14.12 to \$12.00 to \$18.00

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

STAFF COMMENTS

Staff recommends approval of the amendment to the salary resolution ranges.

ATTACHMENT(S) INCLUDED

(If none, state N/A)

1. N/A