

## Attachment 9: Recreation Parks Minimum Wage Analysis

### SEASONAL EMPLOYEE COSTS - 2022 SEASONAL SCALE

SECTION	FY 19-20		2019/2020		2020/2021	
	BUDGET	HOURS	>\$12.75/HR	INCREASE	2022 SCALE	INCREASE
ADMINISTRATION	\$ 40,493	1,022	\$ 40,493	\$ -	\$ 51,146	\$ 10,652
AQUATICS	554,408	36,431	554,408	-	642,470	88,062
COMMUNITY CENTERS	288,096	18,156	288,096	-	334,582	46,487
NEIGHBORHOOD SERVICES	178,033	11,830	178,275	242	206,894	28,618
PARKS MAINTENANCE	110,692	7,424	110,692	-	138,365	27,673
REGIONAL/HOWARTH	219,313	14,623	219,313	-	254,088	34,774
CAMPS	260,105	18,691	263,598	3,493	316,577	52,979
SPORTS	101,444	6,213	101,444	-	117,379	15,935
<b>SUB-TOTAL GENERAL FUND</b>	<b>1,752,585</b>	<b>114,389</b>	<b>1,756,321</b>	<b>3,735</b>	<b>2,061,500</b>	<b>305,179</b>
MEASURE O	282,161	18,831	282,329	168	324,397	42,068
<b>TOTAL ALL FUNDS</b>	<b>\$ 2,034,746</b>	<b>133,219</b>	<b>\$ 2,038,650</b>	<b>\$ 3,903</b>	<b>\$ 2,385,897</b>	<b>\$ 347,247</b>

SEASONAL TEMPS	#	%
Total Active	507	100%
< \$15.00/hr	468	92%
< \$12.75/hr*	146	29%
Age 14 - 18	177	35%
Age 19 - 25	245	48%
Age 25 - 78	85	17%

\*CA Min. Wage; \$13.00/hr effective 1/1/2020

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**TEMPORARY EMPLOYEE WAGE SCALE (as of January 1, 2017)  
2017 – 2022 FINAL**

<b>CLASSIFICATION</b>	<b>SALARY RANGE</b>	<b>STEPS</b>
<p><b>RECREATION AIDE</b>                      Recreation Aide                      Camp Counselor Aide                      Amusement Ride Operator                      Concession Worker at Pools &amp; Howarth                      Scorekeeper (NS)                      Bingo Caller</p> <p>Supports and assists in daily program activities. May operate POS register. Works under direct supervision.</p>	<p><b>CURRENT RANGE</b>                      \$10.00 – \$10.50  <b>JAN 2017</b>                      \$10.50 – \$10.75  <b>JAN 2018</b>                      \$11.00 - \$11.25  <b>JAN 2019</b>                      \$12.00 - \$12.25  <b>JAN 2020</b>                      \$13.00 - \$13.25  <b>JAN 2021</b>                      \$14.00 - \$14.25  <b>JAN 2022</b>                      \$15.00 - \$15.25</p>	<p><b>CURRENT STEPS</b>                      \$10.00 – \$10.25- \$10.50  <b>JAN 2017</b>                      \$10.50 – \$10.75  <b>JAN 2018</b>                      \$11.00 - \$11.25  <b>JAN 2019</b>                      \$12.00 - \$12.25  <b>JAN 2020</b>                      \$13.00 - \$13.25  <b>JAN 2021</b>                      \$14.00 - \$14.25  <b>JAN 2022</b>                      \$15.00 - \$15.25</p>
<p><b>RECREATION LEADER</b>                      Recreation Leader                      Camp Counselor                      Assistant Coach (NS)                      Site Assistant - After School, Rec Sen, FSC (NS)</p> <p>Plans and leads daily program activities i.e. crafts, skits/songs, games; directs work experience program volunteers and recreation aides; light maintenance, program area preparation. May operate POS register.</p>	<p><b>CURRENT RANGE</b>                      \$10.75 - \$11.25  <b>JAN 2017</b>                      \$11.00 - \$11.25  <b>JAN 2018</b>                      \$11.50 - \$11.75  <b>JAN 2019</b>                      \$12.50 – \$12.75  <b>JAN 2020</b>                      \$13.50 - \$13.75  <b>JAN 2021</b>                      \$14.50 - \$14.75  <b>JAN 2022</b>                      \$15.50 - \$15.75</p>	<p><b>CURRENT STEPS</b>                      \$10.75 - \$11.00 - \$11.25  <b>JAN 2017</b>                      \$11.00 - \$11.25  <b>JAN 2018</b>                      \$11.50 - \$11.75  <b>JAN 2019</b>                      \$12.50 – \$12.75  <b>JAN 2020</b>                      \$13.50 - \$13.75  <b>JAN 2021</b>                      \$14.50 - \$14.75  <b>JAN 2022</b>                      \$15.50 - \$15.75</p>
<p><b>LIFEGUARD/SWIM INSTRUCTOR</b>                      Pools &amp; Howarth Lake Ralphine</p> <p>Possesses lifeguard certification, CPR/AED for lifeguard, and Title 22 First Aid; provides patron surveillance, enforces rules, responds to emergencies; light maintenance; guides work experience program volunteers. Swim Instructors teach small group swim lessons.</p>	<p><b>CURRENT RANGE</b>                      \$10.75 – \$12.00  <b>JAN 2017</b>                      \$11.50 - \$12.25  <b>JAN 2018</b>                      \$12.50 - \$12.75  <b>JAN 2019</b>                      \$13.00 - \$13.25  <b>JAN 2020</b>                      \$14.00 - \$14.25  <b>JAN 2021</b>                      \$15.00 - \$15.25  <b>JAN 2022</b>                      \$16.00 - \$16.25</p>	<p><b>CURRENT STEPS</b>                      \$10.75 - \$11.00 - \$11.25 - \$11.50 - \$11.75 - \$12.00  <b>JAN 2017</b>                      \$11.50 - \$12.25  <b>JAN 2018</b>                      \$12.50 - \$12.75  <b>JAN 2019</b>                      \$13.00 - \$13.25  <b>JAN 2020</b>                      \$14.00 - \$14.25  <b>JAN 2021</b>                      \$15.00 - \$15.25  <b>JAN 2022</b>                      \$16.00 - \$16.25</p>

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<p><b>ASST. ACTIVITY SPECIALIST</b>                  Assistant Camp Director                  Assistant Rec Sen Director                  Howarth Park Assistant Manager                  Front Desk/Counter Assistant at Pools &amp; Centers                  Adult Softball Scorekeeper/Field Prep                  Head Coach (NS)                  Site Lead - After School, events, FSC (NS)                  Building/Pool Aide</p> <p>Responsible for program implementation during an assigned shift or program; assists with administrative tasks, registration, money handling, organizing supplies. Assists with maintenance at Pool or Community Center facility, including custodial, cleaning, room or area set up/preparation. May be left in charge for short periods of time, open/close and monitor buildings, work independently, have facility keys and alarm codes, and/or drive City vehicle.</p>	<p><b>CURRENT RANGE</b>                  \$11.50 -12.50  <b>JAN 2017</b>                  \$11.50 - \$12.50  <b>JAN 2018</b>                  \$12.50 - \$12.75  <b>JAN 2019</b>                  \$13.50 - \$13.75  <b>JAN 2020</b>                  \$14.50 - \$14.75  <b>JAN 2021</b>                  \$15.50 - \$15.75  <b>JAN 2022</b>                  \$16.50 - \$16.75</p>	<p><b>CURRENT STEPS:</b>                  \$11.50 - \$12.00 - \$12.50  <b>JAN 2017</b>                  \$11.50 - \$12.50  <b>JAN 2018</b>                  \$12.50 - \$12.75  <b>JAN 2019</b>                  \$13.50 - \$13.75  <b>JAN 2020</b>                  \$14.50 - \$14.75  <b>JAN 2021</b>                  \$15.50 - \$15.75  <b>JAN 2022</b>                  \$16.50 - \$16.75</p>
<p><b>ACTIVITY SPECIALIST</b>                  Camp Director                  Rec Sen Director                  Howarth Park Manager                  Head Lifeguard                  Sports Director                  Event Host                  Permit Monitor                  Park Aide</p> <p>Onsite facility or program supervision; assists permanent staff with program planning and operations; interviews and monitors other temporary employees; communicates and builds relationships with parents, staff and public; leads activities; purchases supplies with petty cash; money handling; registration, possesses special knowledge, certifications or skills to fulfill job responsibilities. Assists with maintenance at parks including custodial, litter removal, cleaning, landscape, area set up/preparation. May have facility keys and alarm codes and drive City vehicle.</p>	<p><b>CURRENT RANGE:</b>                  \$12.75 - \$14.25  <b>JAN 2017</b>                  \$13.25-\$14.25  <b>JAN 2018</b>                  \$13.50 - \$14.50  <b>JAN 2019</b>                  \$14.50 - \$15.50  <b>JAN 2020</b>                  \$15.50 - \$16.50  <b>JAN 2021</b>                  \$16.50 - \$17.50  <b>JAN 2022</b>                  \$17.50 - \$18.50</p>	<p><b>CURRENT STEPS</b>                  \$12.75 – \$13.50 - \$14.25  <b>JAN 2017</b>                  \$13.25 - \$13.75 - \$14.25  <b>JAN 2018</b>                  \$13.50 - \$14.00 - \$14.50  <b>JAN 2019</b>                  \$14.50 - \$15.00 - \$15.50  <b>JAN 2020</b>                  \$15.50 - \$16.00 - \$16.50  <b>JAN 2021</b>                  \$16.50 - \$17.00 - \$17.50  <b>JAN 2022</b>                  \$17.50 - \$18.00 - \$18.50</p>

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<b>SPECIFIC ACTIVITY INSTRUCTOR/ASSISTANT</b>	<b>CURRENT RANGE</b>	<b>CURRENT RANGE</b>
Private Swim Instructor	\$11.00 - \$35.00	\$11.00 - \$35.00
Tiny Tot Instructor	<b>JAN 2017</b>	<b>JAN 2017</b>
Kindergym Instructor	\$12.00 - \$35.00	\$12.00 - \$35.00
Boating Instructor	<b>JAN 2018</b>	<b>JAN 2018</b>
Stage Driver	\$13.00 - \$35.00	\$13.00 - \$35.00
Photographer	<b>JAN 2019</b>	<b>JAN 2019</b>
Digital Media Assistant	\$14.00 - \$35.00	\$14.00 - \$35.00
Arts Program Assistant	<b>JAN 2020</b>	<b>JAN 2020</b>
Contract Assistant	\$15.00 - \$35.00	\$15.00 - \$35.00
Howarth Operations Assistant	<b>JAN 2021</b>	<b>JAN 2021</b>
Adult Sports League Assistant	\$16.00 - \$35.00	\$16.00 - \$35.00
Water Polo Instructor	<b>JAN 2022</b>	<b>JAN 2022</b>
<p>Works in a specialized area requiring high level of expertise, including, but not limited to, above. Hiring in this category requires the approval of the Recreation &amp; Parks Director prior to making an offer of employment and hourly rate.</p>	\$17.00 - \$35.00	\$17.00 - \$35.00