



Agenda

City Council Work Session

Oelwein Community Plaza, 25 West Charles, Oelwein, Iowa

5:30 PM

May 10, 2021
Oelwein, Iowa

Mayor: Brett DeVore

Mayor Pro Tem: Warren Fisk

Council Members: Matt Weber, Renee Cantrell, Tom Stewart, Lynda Payne, Karen Seeders

Pledge of Allegiance

Discussions

- [1.](#) Discussion on wages for Aquatics Center employees

Adjournment

In compliance with the Americans with Disabilities Act, those requiring accommodation for Council meetings should notify the City Clerk's Office at least 24 hours prior to the meeting at 319-283-5440



PARKS / CEMETERY / AQUATICS / CAMPGROUND / TRAILS

Park and Recreation www.oelwein.fun

Current

Manager Hours – 500 hours x \$10 =	\$5,000
Assistant – 450 hours x \$9.00 =	\$4,050
Guard hours – 4100 hours x \$7.65 =	\$31,365
Front Desk hours – 460 hours x \$7.65 =	\$3,519
Concessions – 725 hours x \$7.65 =	<u>\$5,546</u>
	\$49,480

Average from survey

Manager Hours – 500 hours x \$14.33 =	\$7,165
Assistant – 450 hours x \$11.34 =	\$5,103
Guard hours – 4100 hours x \$9.06 =	\$37,146
Front Desk 460 hours x \$7.65	\$3,519
Concessions 725 hours x \$7.65	<u>\$5,546</u>
	\$58,479
	+ \$8,999.00

Manager \$12 Assist. \$10 / LGI to \$8.50

Manager 500 hours to \$12	\$6,000
Assistant 450 x \$10	\$4,500
LGI 4100 hours x \$8.50	\$34,850
Front Desk 460 hours x \$7.65	\$3,519
Concessions 725 hours x \$7.65	<u>\$5,546</u>
	\$54,415
	+\$4,935.00



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12 guards = 480 hours possible

2019 Red Cross swim Lessons – 2 guards per class
256 hours per session/128 per week

2019 Guard hours
4,088 hours

5 guards with no slide Hours 12-6
6 hours x 6 guards=36 hours per day x7 = 252 hours a week

7 guards with slide Hours 12-6
6 hours x 7 guards=42 hours per day x7 = 294 hours a week

5 guards with no slide Hours 12-7
7 hours x 6 guards=42 hours per day x7 = 294 hours a week

7 guards with slide Hours 12-7
7 hours x 7 guards=49 hours per day x7 = 343 hours a week

Swim Lessons

5 guards with no slide Hours 12-6
6 hours x 6 guards=36 hours per day x7 = 252 hours a week 128 380 hours

7 guards with slide Hours 12-6
6 hours x 7 guards=42 hours per day x7 = 294 hours a week 128 422 hours

5 guards with no slide Hours 12-7
7 hours x 6 guards=42 hours per day x7 = 294 hours a week 128 422 hours

7 guards with slide Hours 12-7
7 hours x 7 guards=49 hours per day x7 = 343 hours a week 128 471 hours



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Park and Recreation

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Aquatic Center

Manager		\$10.00 – 16.00
Assistant Manager		\$ 9.00 – 11.52
Lifeguard		\$7.65-8.74
Front Desk and Maintenance		\$7.65-8.09
Concession Manager		\$7.65-9.37
Private Lessons with Water Safety Instructor		Additional \$.50
Season End Stipend for all hours worked*		Additional \$.10
Head Guard		Additional \$.50

*Must work the entire regular season to earn the season end Stipend.

Joshua Johnson MA
Oelwein Park Superintendent



IPRA Aquatic Front Line Staff Wages 2020

<u>Organization name</u>	<u>Lifeguard</u>	<u>Admissions/Concessions</u>	<u>Swim Instructor</u>	<u>Fitness/Water Exercise Instructors</u>	<u>Aquatic Specialty Instructor Rates?</u>
Adel Parks and Recreation	\$9-\$11	\$8.50-\$10.50	same as lifeguard or con/admin rate	-	Aqua Zumba: 65/35 split, instructor income/to pool
Siouxname Waterpark	\$8.75-\$11.00	\$8.25-\$8.75	WSI \$13 Aides \$10	\$13-15	-
Altoona Campus	\$10.01 to \$15	\$9 to \$13	\$10.85 to \$15	\$10 to \$15	\$13 Aqua Zumba
Burlington Parks and Recreation	\$8.50-10	\$7.50 to 8.50	8.75 - 10.25	-	-
Cedar Falls Recreation & Fitness Center	\$10.00 - \$10.30	Con. = \$9.10-\$9.40 / Cashier = \$9.65-\$9.95	WSI = \$10.00-\$10.30 / Aides = \$9.10-\$9.40	\$10.00-\$10.30	-
Cedar Valley SportsPlex	\$9.00	\$8.50	\$9.00	\$15.00	-
City of Ames	\$10.30-\$10.93 Slide Attendants: \$9.02-\$9.57	\$8.22-\$8.72	Swim Instructor: \$10.08-\$10.69 WSI: \$11.14-\$11.82	\$11.67-\$12.38	LGI rate \$13.79-\$14.63
City of Ankeny	\$10.50-11.25	\$8.50-9.25	\$11.50-12.25	-	Private lesson pay (swim lessons or FlowRider lessons) : 16.25-17
City of Cedar Rapids	\$10.00 - \$10.50	\$9.00 - \$9.50	\$10.00 - \$10.50	\$11.00	Water Ex Instructors \$14.00 - \$15.50
City of Clinton	7.75-\$8.50	\$7.50-\$8.00	\$8.25 - \$9.00	-	-
City of Clive	\$11.42 - \$12.89	\$8.75 - \$10.15	\$12.67 - \$14.36	\$16.25 - \$18.85	-
City of Coralville	11.5	11.5	12.25 wsi / 11.50-wsa	\$16	-
City of Des Moines	\$9.50-\$11.36	\$8.13-\$9.31	WSI \$10.50-\$12.39 / Aid - Normal wage	\$14.50- \$17.37	\$14.50-\$17.37
City of Dubuque	9.29-10.38	\$9.06	9.29-10.38	-	flexible. Around 30% of revenue or hourly rate, whichever is more to their benefit.
City of Garner	\$7.00 to \$10.60	\$7.00 - \$10.60	\$10.00 per session	\$10.00 per session	-
City of Indianola	8.00-11.75	\$7.25-\$8.25	8	-	-
City of Marion	\$9.00-\$10.75	\$7.50-\$8.00	\$9.00 - \$10.50	\$11.00	-
City of Monona	\$7.25 - \$9.50	\$7.25 - \$9.50	-	-	-
City of Monticello	\$8.00-\$9.00	\$6.00-\$7.00	\$8.00-\$9.00	\$10.00-\$11.00	-
City of Muscatine	\$10.00-\$11.00	\$9.00-\$10.00	\$10.00-\$11.00	\$11.00-\$12.00	-
City of North Liberty	Start at \$12.00	Start at \$12.00	Start at \$12.50	\$15.00 per hour or contract instruct.	Aqua Class instructors receive 70% of the class revenue per month

<u>Organization name</u>	<u>Lifeguard</u>	<u>Admissions/Concessions</u>	<u>Swim Instructor</u>	<u>Fitness/Water Exercise Instructors</u>	<u>Aquatic Specialty Instructor Rates?</u>
City of Norwalk	\$9	\$8.5	\$11	Contract	70/30 - Instructor/to program
City of Oelwein	\$7.65 - \$8.25	\$8.5	\$8.15-8.75	\$8.15-8.75	8.15-8.75
City of Ottumwa	\$9	\$8	\$9	\$11	\$11
City of Pella	\$8.50-\$9.25	\$7.25	\$8.75-\$9.25	\$10.50	\$10.50
City of Story City	\$8 starting	NA	\$8 starting	\$15 starting	-
City of Sumner	\$7.50-\$9.20	\$7.50-\$8.50	-	-	Swim Coaches- \$7.50-\$9.00
City of Urbandale	10-12.75	9 – 10	10.25-13.25	17.52-25.19	WSIT/LGIT = 12.99-14.78 LGI = 11.88-14.78
City of Waverly	\$9.20 - \$14.00	\$8.00 - \$10.00	-	-	-
City of West Des Moines	\$11.42-\$12.89	\$10.23-\$11.87	\$12.67-\$14.34	-	Tsunami Fitness Instructor: \$30 per class
Council Bluffs Parks & Recreation	\$10.00 - 11.50	\$9.25 - 9.50	\$12.00	-	-
Davenport Parks and Rec	\$8.00-\$9.00	\$8.00-\$9.00	\$8.00-\$9.00	-	-
Decorah Parks and Recreation	\$7.75 - \$11.00	\$7.25- \$10.00	\$7.75 - \$11.00	\$10.00 - \$12.50	-
Forest City, IA Parks and Rec	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00
Fort Dodge Parks, Recreation & Forestry	\$8.00-\$9.50	\$7.50-\$8.00	WSI: \$8.50-\$9.50. Swim aides: \$8.00-\$9.00	\$9.00-\$9.50	-
Iowa City Parks and Recreation	\$13.25-\$13.75 (FY22 - \$15)	\$13.25-\$13.75 (FY22 - \$15)	\$13.25-\$13.75 (FY22 - \$15)	\$14-\$14.50 (FY22 - \$15.50)	LGIT/WSIT (\$18-\$19.50)
James Kennedy Family Aquatic Center	\$8 - \$9.25	\$7.75 - \$9	\$8 - \$15	-	Aqua Yoga- Base of \$10 (includes 2 attendees), \$2 for each person in addition to base.
Jefferson Parks & Recreation	\$7.50-\$12.00	\$7.50-\$9.00	\$7.50-\$12.00	\$9.00	-
Marshalltown Parks and Recreation	\$10.00-\$11.00	\$8.00-\$9.00	\$10.00-\$11.00	-	-
Mason City Parks & Recreation	\$7.50-\$9.50	\$7.50-\$9.00	\$8.00-\$10.00	-	-
One Vision	\$9-\$13.50	-	-	-	-
Perry Parks & Recreation	\$8.88 - \$12.00	-	\$8.88 - \$15.00	\$15 - \$20	Swim Coaches \$13.25/hr
Splash Landing	8.67-10.75	7.25-9.25 (ad only)	WSI + \$1 more than regular wage	-	-
The Lied Center	\$8	\$10	\$8	\$12	\$12-\$15 per hour
West Union Parks and Recreation	\$8.00-\$9.00	-	\$8.00-\$9.00	\$10.00	-
Winterset Parks and Recreation	\$8.25 - \$10.00	\$8.00 - \$9.50	WSI + \$1 more than regular wage	-	-

IPRA Aquatic Front Line Leadership Staff Wages 2020 – Pool Managers/Coord.

<u>Organization name</u>	<u>Head Lifeguards/Assistant Pool Manager</u>	<u>Head Pool Manager</u>	<u>Swim Lesson Coordinator</u>
Adel Parks and Recreation	\$0.50 raise so wage range is typically \$10-\$11.50	\$12-\$14	\$0.50 raise so wage range is typically \$10-\$11.50
Siouxnami Waterpark	\$11.25-\$12		-
Altoona Campus	\$13 to \$15	\$55,000 / year	-
Burlington Parks and Recreation	10 to 11	\$11 to 12	Head pool manager
Cedar Falls Recreation & Fitness Center	Head Guards = \$10.45-\$10.75 Asst. Pool Mgr. = Salaried depending on duties.	Pool Mgr. = Salaried depending on experience, tenure and education.	Head Instructor (Indoor Pools) = \$10:45-10:75
Cedar Valley SportsPlex	Head Lifeguard: \$9.50 Assistant Manager: \$10.00	Manager: \$11.00 Aquatics Manager: \$13-15.00	Head Lifeguard: \$9.50 Aquatics Manager: \$13-15.00
City of Ames	-	Staff team - building a lead for 2021	Lesson Coordinator \$22.28/hour
City of Ankeny	\$12.50-\$13.25	15.75-16.50	13.00-13.75
City of Cedar Rapids	\$12.00 - \$12.50	\$12.50 - \$13.00	They are the assistant pool managers with the rate of \$12.00 - \$12.50
City of Clinton	\$11-\$14	\$11-\$14	\$11-\$14
City of Clive	\$15.16 - \$17.24	\$18.30 - \$20.88 per hour.	Head Pool Manager is also the SL Coordinator. \$18.30 - \$20.88 per hour.
City of Coralville	\$12.25	13.25	13.25
City of Des Moines	\$11.50-\$13.69	Pool Supervisor \$14.50-\$17.37	\$12.00-\$14.17
City of Dubuque	\$14	\$14/hr	\$14/hr
City of Garner	\$10.60 to \$14.63 for Assistant Pool Manager Head lifeguards get a \$1 an hour differential	\$13.75 to \$18.30	-
City of Indianola	-	\$11.00-\$12.50	\$8.75-10.25
City of Marion	\$10.75-\$11.00	\$11.75-12.50	\$13.00 hr
City of Monona	Head Lifeguards receive + \$1 over their wage. Asst. Pool Manager starts @ \$9.50/ hr.	Starts at \$10.75/ hr.	Pool Manager
City of Monticello	\$10.00-\$12.00	Assistant Park and Recreation Director \$42,000	Assistant Park and Recreation Director \$42,000
City of Muscatine	\$11.00-\$12.00	\$15.00-\$16.00 plus \$0.25 raise/year after max step	\$11.00-\$12.00 plus \$0.25 raise/year after max step
City of North Liberty	We have between 7-11 pool managers depending on the season. Pool Managers start at \$14.00 per hour.		Head Swim Lesson Coordinators start at \$14.00 per hour.

<u>Organization name</u>	<u>Head Lifeguards/Assistant Pool Manager</u>	<u>Head Pool Manager</u>	<u>Swim Lesson Coordinator</u>
City of Norwalk	Start out at 11/ hr	-	-
City of Oelwein	head guard 1st year 8.15 Assist. Manager 8.60 - 11.21	10.00-11.66	8.60-9.10
City of Ottumwa	\$11	-	\$11
City of Pella	\$18.09	\$22.61	-
City of Story City	\$11 starting	-	-
City of Sumner	\$11.50	\$11.50	-
City of Urbandale	\$11.25-\$14.50	\$20-\$30	assistant manager
City of Waverly	\$9.80-\$15.50	-	-
City of West Des Moines	\$15.16-\$17.24	\$18.30-\$20.88	\$15.16-\$17.24
Council Bluffs Parks & Recreation	Head Guard - \$11.25 Assistant Pool Manager - \$13.25	Pool Managers - \$16.50 - 18.75 Aquatics Coordinator - \$22.23	-
Davenport Parks and Recreation	\$10.00-\$11.00 Assistant Manager	\$15.00-\$16.00 Aquatic Facility Manager \$16.00-\$17.00 Senior Aquatic Facility Manager	\$10.00-\$11.00
Decorah Parks and Recreation	\$9.75 - \$12.00	\$14.00 - \$16.50	The Pool Manager, \$14.00 - \$16.50
Forest City, IA Parks and Rec	-	Co Managers	Co Manager
Fort Dodge Parks, Recreation & Forestry	\$9.50	\$11.00-\$12.00	\$11.00-\$12.00 (Pool Manager)
Iowa City Parks and Recreation	\$14-\$14.50 (FY22 - \$15.50)	\$16-\$17	\$18-\$19.50
James Kennedy Family Aquatic Center	\$9.50	\$12	\$9
Jefferson Parks & Recreation	\$9.00-\$12.00	-	-
Marshalltown Parks and Recreation	\$11.15-\$12.15	\$12.25-\$13.25	\$11.00-\$12.00
Mason City Parks & Recreation	Head Guards: \$9.00-\$12.00	\$12.00-\$15.00	-
One Vision	-	-	-
Perry Parks & Recreation	-	-	-
Splash Landing	\$10.92-13.68	-	-
The Lied Center	-	Aquatics Supervisor \$18/hr	
West Union Parks and Recreation	\$9-\$10.00	-	-
Winterset Parks and Recreation	Head Guard: additional 25-50 cents/hr	pool Manager: \$15 - \$18 Asst. Pool Manager: \$13 - \$15	-

IPRA Aquatic Member Wage Increase Info – For front line staff	
<u>Organization name</u>	<u>Staff wage increases</u>
Adel Parks and Recreation	\$0.50 raise each year
Siouxnami Waterpark	Lifeguards receive a \$.25 increase every 100 hour they work with the max hourly rate at \$11. Supervisors Receive \$.25 above their hourly rate The head lifeguard starts at \$11.50 and receives a \$.25 increase every year.
Altoona Campus	Yearly increases usually at the first of our fiscal year
Burlington Parks and Recreation	.25 per year
Cedar Falls Recreation & Fitness Center	\$0.15 per year returning/depending on performance
Cedar Valley SportsPlex	Periodic increase in overall wages instead of yearly raises.
City of Ames	wage matrix, 3% increase per step plus range increases 3% annually.
City of Ankeny	\$.25 per season
City of Cedar Rapids	25 cent raises are given for a second, and then a third year of service for Lifeguards as long as they work a minimum of 150 hours each year. 25 cent raises are given for second or more years of service for Cashiers as long as they work a minimum of 90 hours in each year. 25 cent raises are given for second or more years of service for Swim Instructors as long as they teach a minimum of 13 hours each year. WSIs do not received raises. Managers and Assistant Managers do not receive raises unless they move from a small, neighborhood pool to one of the aquatic centers.
City of Clinton	\$.50 a year for lifeguards and \$1.00 for Pool Managers
City of Clive	Wage Matrix yearly increase of 3%
City of Coralville	eval each semester (3x a year) COLA if city gives us one
City of Des Moines	performance rating of 2.0 or better and work 50 days in the regular season.
City of Dubuque	each year is a step increase. pending budget
City of Garner	\$.025 per hour bump each year. If they take on the head lifeguard position, they are offered a \$1 per hour bump on top of the \$.025 per hour bump.

<u>Organization name</u>	<u>Staff wage increases</u>
City of Indianola	\$0.50 per year for Managers, Lesson Coordinators, and Lifeguards. \$0.25 per year for Operations (Concessions and Front Desk Attendant) and Support Staff (Cleaning Staff).
City of Marion	Years of service step increase
City of Monona	guards receive an \$.20/hr. raise each year.
City of Monticello	Increase in wage of \$.25 each year.
City of Muscatine	\$0.25 raise upon returning
City of North Liberty	Employees receive a cost of living pay raise on July 1st each year.
City of Norwalk	\$.10 wage increase each year they return. We will be implementing an evaluation system in the near future so we can start to weed out those that shouldn't be returning.
City of Oelwein	\$.20 increase each year, tops out after 4 years
City of Ottumwa	\$.25 per year
City of Pella	.25 raise yearly until they reach the cap (\$9.25)
City of Story City	\$0.25/year increase
City of Sumner	Additional \$.25-\$.50 per year, depending on previous year's performance
City of Urbandale	performance and annual increase
City of Waverly	Annual wage increases each year up to 5 years.
City of West Des Moines	Annual Step Increases and COLA
Council Bluffs Parks & Recreation	25 cent raise each returning year
Davenport Parks and Recreation	Davenport has moved to a pay banded system (contact for more details).
Decorah Parks and Recreation	.25/hour is added each year if applying for the same position .50-.75 more is added if moving up to head guard, or assistant manager
Forest City, IA Parks and Rec	.10 per year increase .25 increase for WSI
Fort Dodge Parks, Recreation & Forestry	\$0.50 raise for each year they come back, maxing out on their third year. If they become certified to teach swim lessons, they get another \$0.50 raise which is for both lessons & guarding
Iowa City Parks and Recreation	Union, Established by Council
James Kennedy Family Aquatic Center	\$0.25 each summer they return

<u>Organization name</u>	<u>Staff wage increases</u>
Jefferson Parks & Recreation	\$0.25 per year returning for all staff. Assistant Managers receive an additional \$0.50 when promoted (must be 18+ with 2+ years experience)
Marshalltown Parks and Recreation	Returning employees get a \$0.25 raise each year.
Mason City Parks & Recreation	All returning lifeguard staff get a \$0.50 increase All returning concession staff get a \$0.50 increase If a lifeguard moves to a head guard position they will get a \$1.00 increase. Lifeguard salary stops at \$9.00 per hour Concessions salary stops at \$9.00 per hour
One Vision	wage increases and frequency are all calculated and handled by HR department
Perry Parks & Recreation	Lifeguard 1-3. Wage changes are based on performance as often as seen fit. Lifeguard Regular Part-Time is only offered for those that can work 25 hours a week with a set schedule.
Splash Landing	City Employees get a pay increase on March 1 pre-determined on the pay scale. Yearly increase. The scale maxes out after 6 years (or at 6 steps).
The Lied Center	Annual increase of \$.25
West Union Parks and Recreation	Same percentage increase as the city employees get set by city council, usually 2%.
Winterset Parks and Recreation	1st year - \$8.25 2nd year - \$8.50 3rd year - \$9.00 4th year - \$9.50 5th year - \$9.75 6th year - \$10.00