

PARKS & RECREATION COMMITTEE MINUTES

Tuesday December 4, 2018 5:30 p.m.

COMMITTEE MEMBERS PRESENT: Rob Way, Bob Besaw, Dennis Herter, John Faucher, Bob Marcks (entered 5:36 pm), Henrica Bult

COMMITTEE MEMBERS ABSENT: Lori Dean

COUNCIL MEMBERS PRESENT: Mayor Gary Henke, Tom O'Connell, Mike Barrington, Dave Morack

OTHERS PRESENT: Chad Hoerth, Director of Public Services
Kent Hager, City Administrator
Michelle Lambrecht, Administrative Assistant
Scott Bellile, New London Press Star
James Jaeger, Charlie Rogers, Armin Conradt, Linda Butler, Jim & Sandy Massonet

Way called the meeting to order at 5:30 p.m. Herter moved to approve the agenda, seconded by Besaw. *Motion carried by all.*

Approval of November 5, 2018 Minutes: It was brought to the committee's attention that Mike Barrington's name was omitted from attending the November 5th, 2018 Parks & Recreation committee meeting. Way made a request to amend the November 5, 2018 minutes to include Barrington as being present at that meeting.

Besaw moved, seconded by Herter to amend the minutes as suggested and approve the November 5, 2018 Parks & Recreation Committee meeting minutes. *Motion carried by all.*

Public comment(s) relevant to items on the Agenda: James Jaeger with the Veterans Memorial Foundation addressed concerns regarding activities at Taft Park and the Veterans memorial.

Consider a request from the Veteran's Memorial Foundation to dedicate Taft Park for Veterans use and approve activities in the park: The New London Veterans Memorial Foundation presented a letter "to have Taft Park dedicated for Veterans use only and to have approval of other activities held at Taft Park in order to maintain proper respect for Veterans and the Memorial". Discussion took place regarding the parcels and street right of way that make up the current park: the central trash collection site and the idea of renaming the park to "Veterans Park". Consideration will be given at a future meeting for vacating the street right of way that currently bisects the park and renaming the park. The Committee stated that they would like to give the central trash collection site in Taft Park a period of time to operate in order to see if any true concerns evolve and revisit the issue in August of 2019. *No motion was made at this time.*

Discussion about the landscaping plans for Taft and St. John's Parks: Hoerth presented a concept for landscaping around the central trash collection sites at Taft Park and St. John's Park. Planting a "wall" of shrubs/arborvitae around the sites would be effective in creating a visual barrier between the trash collection sites and the rest of the park. *No motion was made on this item.*

Act on a proposal to dedicate the old municipal garage property as an extension of Riverside Park: The Stilen family has requested to place a new gazebo in a city park in memory of their two sons Greg and Johnathon. The family has raised the money to purchase the gazebo kit. Originally the thought was to place the gazebo at Rivertrail Park, however the old city garage site was more attractive due to better parking and visibility from the street. In order to do this the city should first officially dedicate the old city garage site as park land.

Besaw moved, seconded by Herter to recommend that council officially dedicate the old city garage parcels as an extension of Riverside Park. *Motion carried by all.*

Consider accepting a donation and location to install a new park gazebo in memory of Greg and Jonathon Stilen: Hoerth explained that the Stilen family has requested that the gazebo be placed on the eastern part of the old city garage property nearby an existing power pole so that electricity could be brought to the structure. The family will continue to fundraise for a concrete floor and a few other items but would like to have the gazebo kit installed in 2019. Mayor Henke recommended that a written agreement be produced to clearly explain the expectation that the city would accept the donation and retain all rights for future activities and development of the gazebo and adjacent property.

Besaw moved, seconded by Marcks to recommend that council accept the donation of a new gazebo to be installed at the proposed site in memory of Greg and Johnathon Stilen pending an executed agreement defining the city's right for future use and development of the gazebo and adjacent property. *Motion carried by all.*

Discuss a proposal from the New London School District to partner up for the replacement of the Hatten Park Tennis Courts: Hoerth explained that he has been working with the school district to come up with a plan to repair or replace the tennis courts in the city's park system. The school district uses several courts in City parks for their tennis teams and was asked if they would be interested in a 50/50 split for asphalt court replacement at Hatten Park; the school district declined this proposal. The committee felt that a 50/50 split was appropriate and if they officially declined the committee's offer, then the city would proceed with plans to renovate the courts with the next most economical option which is a tile court system.

Faucher moved, seconded by Herter that staff make a final proposal with the New London school District to equally split the cost for the replacement and maintenance of the four asphalt tennis courts at Hatten Park. If the School District declines the city will proceed with plans to install a tile court system. *Motion carried by all.*

Review and consider recommending to council the 2019 part-time seasonal staff wage schedule: A draft of the department's 2019 part-time seasonal staff wage schedule was presented. Minor changes were proposed to combine all Volleyball/Soccer/Basketball referee and Softball umpire wages into one schedule.

Besaw moved, seconded by Faucher to recommend that council approve the 2019 part-time seasonal staff wage schedule. *Motion carried by all.*

Director's Report: There were no questions on the monthly reports and statistics.

Chairman's Report: None identified

Committee Member's Report: None identified

Next Month Agenda Items: Possible consideration for vacating the street right-of-way in Taft Park and renaming of the park.

Herter moved to adjourn; seconded by Besaw at 6:45p.m. *Motion carried by all.*

Chad R. Hoerth
Director of Public Services

AGENDA

Unless specifically noticed otherwise, this meeting and all other meetings of this body are open to the public. Proper notice has been posted and given to the media in accordance with Wisconsin Statutes so that citizens may be aware of the time, place and purpose of the meeting.

MEETING NOTICE

PARKS & RECREATION COMMITTEE

Tuesday, December 4th, 2018

5:30 p.m.

Council Chamber, New London Municipal Building

1. Call meeting to order, Adopt Agenda
2. Approval of November 5th, 2018 minutes
3. Director's Memo
4. Public comment relevant to items on the agenda
5. Consider a request from the Veteran's Memorial Foundation to dedicate Taft Park for Veterans use and approve activities in the park.
6. Discussion about landscaping plans for Taft Park and St. John's Park
7. Act on a proposal to dedicate the old municipal garage property as an extension of Riverside Park
8. Consider accepting a donation and location to install a new park Gazebo in memory of Greg and Jonathon Stilen
9. Discuss a proposal from the New London School District to partner up for the replacement of the Hatten Park Tennis Courts
10. Review and consider recommending to council the 2019 Part Time/Seasonal Staff Wage schedule
11. Director's Report
12. Chairman's Report
13. Committee Member's Report
14. Next Month Agenda Items
15. Adjournment

**Rob Way, Chairman
New London Parks & Recreation Committee**

Agenda items are listed so as to accurately describe the actions or issue being considered instead of simply the document listing title or the parties to a contract. This is done as such titles or a list of parties to a contract conveys insufficient information to the public on whether a topic or project they are interested in is being considered. It is the policy of the City of New London to comply in good faith with all applicable regulations, guidelines, etc. put forth in the American with Disabilities Act (ADA). To that end, it is the City's intent to provide equal opportunity for everyone to participate in all programs and/or services offered, to attend every public meeting scheduled, and to utilize all public facilities available. Any person(s) in need of an alternative format (i.e. larger print, audio tapes, Braille, readers, interpreters, amplifiers, transcript) regarding information disseminated by the City of New London should notify the City 48 hours prior to a meeting, etc., or allow 48 hours after a request for a copy of brochures, notices, etc. for delivery of that alternative format. Contact ADA Co-Coordinators Paul Hanlon or Chad Hoerth by telephone through: (Relay Wisconsin) – or 920/982-8500 and in person/letter at 215 N. Shawano Street, New London, WI 54961.

PARKS & RECREATION COMMITTEE MINUTES

Monday November 5, 2018 5:30 p.m.

COMMITTEE MEMBERS PRESENT: Rob Way, Bob Besaw, Dennis Herter, Lori Dean, Bob Marcks

COMMITTEE MEMBERS ABSENT: Henrica Bult, John Faucher

COUNCIL MEMBERS PRESENT: Mayor Gary Henke, Ron Steinhorst, Fred Zaug, Tom O'Connell

OTHERS PRESENT: Chad Hoerth, Director of Public Services
Kent Hager, City Administrator
Michelle Lambrecht, Administrative Assistant
Scott Bellile, New London Press Star
Todd Barrington, Melinda Hull, Jon Heise; New London Girls Youth Softball Association

Way called the meeting to order @ 5:11 p.m. Besaw moved to approve the agenda, seconded by Dean. *Motion carried by all.*

Approval of September 4, 2018 Minutes:

Zaug moved, seconded by Dean to approve the October 2, 2018 Parks & Recreation Committee meeting minutes.
Motion carried by all.

Public comment(s) relevant to items on the Agenda: Todd Barrington and Melinda Hull with the New London Girls Youth Softball Association addressed concerns of the conditions of the ball diamond fields at Memorial Park and future fundraising plans in hopes to upgrade the scoreboards on both diamonds.

Review closed captioning study by Bradley, Berkland, Hagen & Herbst LLC: A report prepared by the law firm of Bradley, Berkland, Hagen & Herbst reviewing requirements for providing closed captioning services with the city's government access channel was presented. Hoerth summarized the report stating that the city is not required to provide closed captioning per FCC regulations, but may be required to provide some type of accessibility per ADA Title II regulations for those with hearing disabilities, which could be fulfilled by providing closed captioning to the station's broadcasting. The compliance upgrades for these ADA regulations will need to be identified in a future ADA transition plan. Hoerth stated that the access channel's current media servers are about 10 years old and will need to be upgraded in the near future. At that time it would be ideal to review and possibly include closed captioning capabilities with the upgrade. *No motion was made on this item.*

Discussion on the replacement of the Senior Director position: Kim Ebert has given the City her resignation effective at the end of 2018 and that the process has started for her replacement. Ebert has reported that in the past few years more attention has been required upon her from Waupaca County as the Meals on Wheels Nutrition site coordinator. She is compensated from the County for 3 hours a day and 5 hours per day from the City for senior programming, however her County duties take at least 4 hours or more per day to complete. Senior programming has taken a hit as the County Nutrition Program has taken a large amount of the persons' focus. Hoerth explained that the department will be separating the position from the county to ensure the proper amount of time is given to senior programming. *No motion was made on this item.*

Discussion and possible action on the future of the Food Pantry Program: Another aspect of Ebert's responsibility has been oversight of the Food Pantry Program. The City has been informed that beginning in December of 2018 the Federal Government will be substantially increasing the amount of commodities and it's anticipated that the City could see 100-200 cases of food for each delivery. This could create a burden for staff from picking up the commodities to the necessary recordkeeping for the program. Ebert has reported that this responsibility also has increasingly become more time consuming and has reduced the amount of time to focus on senior programming. Department staff have been evaluating the program and feel since there is another food pantry in town (St. John's Food Pantry) a collaboration with this provider should be evaluated. St. John's Food Pantry is interested with this partnership but many items need to be ironed out before a final recommendation will be presented to the committee. *No motion was made on this item.*

Director's Report: There were no questions on the monthly reports and statistics.

Years of Service Report: Richard Johnson completed 32 years of service with the City on October 5th; Ginger Arndt completed 16 years of service with the City on October 28th.

Chairman's Report: None

Committee Member's Report: None

Next Month Agenda Items: None

Way moved to adjourn; seconded by Zaug at 5:47p.m. *Motion carried by all.*

Chad R. Hoerth
Director of Public Services



Parks & Recreation Office
215 N. Shawano Street
New London, WI 54961
920.982.8521
Fax: 920.982.8665

Aquatic & Fitness Center
815 W. Washington Street
New London, WI 54961
920.9828524

Senior Center & Transit
600 W. Washington Street
New London, WI 54961
Center: 920.982.8522
Transit: 920.982.8523

New London Access
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920.982.8537

Building & Grounds/
Park Shop
915 W. Wolf River Ave
New London, WI 54961
920.982.8510

DEPARTMENT OF PARKS & RECREATION

CITY OF NEW LONDON

Memorandum

TO: New London Park & Recreation Committee
FROM: Chad Hoerth, Director of Public Services
RE: November 5th Park and Rec Committee Meeting
DATE: Thursday, November 1st, 2018

- Consider a request from the Veteran's Memorial Foundation to dedicate Taft Park for Veterans use and approve activities in the park- at the last council meeting the Veterans Memorial Foundation asked about dedicating Taft Park to Veterans use. In the last few days I received the official request which has been included in your packet. Playing "devil's advocate" my concern with this request is how it would open the door to other organizational requests. Would New London Youth Baseball request to exclusively use Pfeifer Park for their programs and require permission to utilize the park for other activities under their approval? The same scenario comes up with New London Girls Youth Softball Association at Memorial Park, or those who use Hatten Stadium, the Wolf River Ringers (Horse Shoe Club which uses the Kunkle building) and so on. The Parks and Recreation Committee along with the City Council are responsible for regulating activities and uses for publicly owned property. I have the upmost respect for the Veterans Foundation and the beautiful memorial that they have created, but granting this request may create an expectation with other organizations who use New London City Parks for their programs.
- Discussion about landscaping plans for Taft Park and St. John's Park- I was asked to present the plan for landscaping around the central trash collection sites at Taft Park and St. John's Park. I don't have anything earth shattering, but my thought right now is to plant a "wall" of shrubs or arborvitaes around the collection sites. Simple but I think effective if the goal is to hide the fences.
- Act on a proposal to dedicate the old municipal garage property as an extension of Riverside Park AND consider accepting a donation and location to install a new park Gazebo in memory of Greg and Jonathon Stilen: These two topics go hand in hand. As we've talked about in the past, the family of Greg and Johnathon Stilen would like to place a gazebo in a city park in memory of their two sons (originally for Greg Stilen, but this past May Greg's brother Johnathon also passed away in an accident.) The family has raised enough money to purchase the gazebo kit and now is officially making the recommendation that this new gazebo be erected at the old city garage site. Originally the thought was to put it on the existing pad at Rivertrail Park, but with the lack of parking and with better visibility along Wolf River Avenue, the family is now officially requesting to place the gazebo at the old city garage site. To do this the Mayor brought it to my

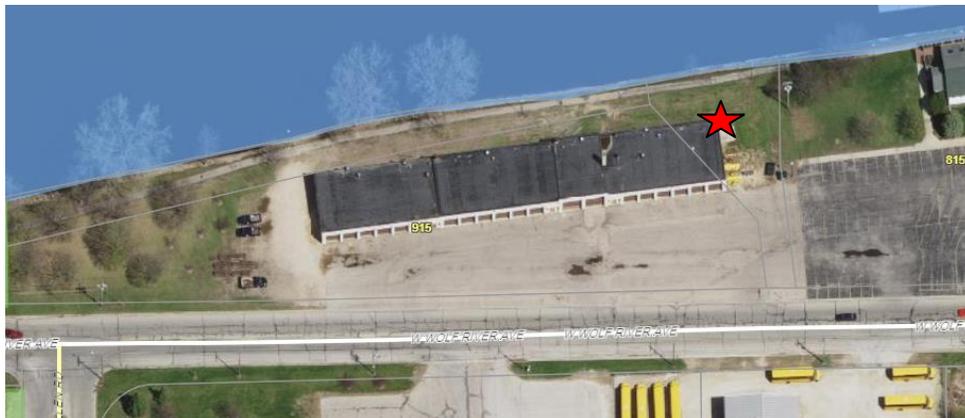
attention that we haven't officially dedicated/labeled this property as park land. Below is a picture of the site for your reference.



So to approve the installation of a gazebo on this site, it makes sense to first dedicate or label this property as park land.

Possible/Recommended Motion: I make a motion that city council considers the dedication of the old city garage parcels as an extension of Riverside Park.

The second half of this topic is to approve the donation and location of the new park gazebo. The location they have requested is on the eastern part of the old garage property where they can tap into a nearby power pole for electricity. The red star would be the approximate location of the new gazebo.



The family still needs to fundraise a bit for a concrete floor and a few other things but if all goes well they would like to see it built in 2019. The 24 foot wide gazebo is a metal kit from Polygon Structures (in Minnesota) and the family is working with some local contractors to erect the kit. Overall I think this would be a nice improvement to the site. Below is a picture of the kit. Our gazebo will not have the gable rings or the bottom railings. The roof color they chose was Regal Blue with Almond color supports.



Possible/Recommended Motion: I make a motion that city council considers accepting the donation of a new gazebo at the proposed site in memory of Greg and Johnathon Stilen.

- Discuss a proposal from the New London School District to partner up for the replacement of the Hatten Park Tennis Courts- as you know I've been working with the school district to come up with a plan to repair or replace the tennis courts in our park system. The school district uses several park courts for their tennis team. If you recall I had a consultant provide an analysis of our court conditions and recommendations for improvements. The courts at Hatten Park are in the worst condition and probably most used as there are 4 courts at that location (vs. 2 courts at Pfeifer and 2 courts at Abraham). The condition of all our courts are old and deteriorated to the point that the consultant does not recommend a simple resurfacing. Old cracks will quickly come to the top of any new surface. For the Hatten courts we were presented 5 different options (keep in mind these are 2018 cost estimates):

1. Replace the courts with new asphalt with the current slope - \$287,000
2. Replace the courts with new asphalt and corrected diagonal slope - \$357,000
3. Replace the courts with post tension concrete with current slope - \$512,000
4. Replace the courts with post tension concrete and corrected diagonal slope - \$581,000
5. Prep the current asphalt surface and lay new a tile system over the asphalt - \$187,000

If the courts were not used by the school district the most economical choice would be to install the tile system. However since these courts are used for competition, the High School Tennis Team does not prefer the option to practice on a tile court, then play on an asphalt court at away tennis meets (and vis versa for teams coming to play in New London). The school stated that they are "strongly interested in a proposal" to finance the difference between the cost of a tile court and an asphalt court. So in this scenario, the city would contribute \$187,000 to the project and the school would finance the remaining amount (\$100,000) to install a new asphalt court (totaling \$287,000). I asked the school district if they were interested in a 50/50 split for the asphalt court (so each organization would finance \$143,500). The school committee evaluating this said no.

I cannot recommend that the city accepts a proposal that the city finances 65% (\$187,000) of the upgrade and the school finances 35% (\$100,000) when the school district uses the courts for their program. The school district already uses the city's baseball diamond, softball diamonds and swimming pool at an overall reduced cost to them (as being the owner of the facilities the city obviously has more maintenance costs). I don't see it being unreasonable to request a 50/50 split. Also note that the maintenance cost of a tile system is much less than an asphalt system. I've attached in your packet a copy of the executive budget summary in which the consultant anticipates ideal maintenance costs for an asphalt court to be \$61,400 in the next 10 years, compared to a tile court upgrade at \$3,000.

So in summary:

- A. If we install a tile court system our cost would be \$187,000 for the upfront cost and an estimated \$3,000 in maintenance over the next 10 years, equaling a 10 year cost of \$190,000.
- B. If we accept the school's proposal and we pay \$187,000 for the upfront cost (they pay \$100,000), and **IF** they agree to half the 10 year maintenance cost (each pay \$30,700) the city's 10 year cost would be \$217,700 (the city's cost would be more if they do not agree to splitting the maintenance cost 50/50).
- C. If the school district would agree to split the upfront cost and the 10 year maintenance cost by 50/50, then each would pay \$143,500 upfront plus \$30,700 for 10 years of maintenance. So the City's cost in this scenario would be \$174,200.

At this point in time since the school district declined my recommendation to split the cost 50/50, my recommendation to the committee would be to strive towards our next cheapest option. This includes declining the school's proposal (option B above) and proceed with future plans to install a tile system at the Hatten Park Tennis Courts.

Possible/Recommended Motion: I make a motion to decline the New London School District's proposal to cost share a Hatten Park Tennis Court upgrade in which the city finances 65% of the cost and proceed with future plans to install a tile court on the existing courts.

- Review and consider recommending to council the 2019 Part Time/Seasonal Staff Wage schedule- included in your packet is a copy of the department's draft 2019 Part Time/Seasonal Staff wage scheduled. The items highlighted in yellow would be the recommended changes for 2019.

Possible/Recommended Motion: I make a motion that city council considers approving the 2019 Part Time/Seasonal Staff Wage schedule.

Director's Report

1. Years of Service Report:
 - No service anniversaries to report on for the month of November
2. Department Usage & Financial Statistics –Reports will be emailed before the meeting.
3. Upcoming/Past Events –
 - i. On December 7th the Department will hold its annual “Reindeer Dash”, a 1 mile run before the Holiday of Wonder parade. There will be a gift basket for the most festive participant and hot cocoa/water served at the end. The race starts at 5:30 p.m. right before the Holiday of Wonder Parade that starts at 6:00 p.m.
 - ii. Open gym at the Washington Center begins this past month.



4. Updates on Projects/Notable Information:
 - Keller Structures had our failing boiler at the Municipal garage replaced. The contractor who installed it is not finished as they are working on making sure the water is balanced in the system per the manufacture guidelines. No word yet on the cause of the boiler that failed.
 - The new mechanical systems are working fairly well at the Aquatics and Fitness Center. We continue to find little “bugs” here and there but the contractors have been pretty good in addressing any issues we’re finding.
 - We’re still working with St. John’s Food Pantry and getting all the “I’s” dotted and “T’s” crossed before we bring a final proposal to the committee in regards to a partnership with them. Kim is leaving at the end of this year along with several of her volunteers (food pantry volunteers and office workers who answer the phone for the senior bus). We’re actively looking for volunteers to assist with answering the phone on a regular basis. I also don’t think we’ll have all our ducks in a row by the end of this month so we’re looking for some volunteers to assist in the food pantry for a few weeks/months as needed. If you know anyone who would be interested in volunteering in either capacity please contact Ginger.

11/30/18

City New London, Wisconsin

Park and Rec. Department

The New London Veterans Memorial Foundation and the Veterans propose to have Taft Park dedicated for Veterans use.

In order to maintain the proper respect for the Memorial and our Veterans we would also like to have approval of other activities at the park.

N. L. Veterans Memorial Chairman

James Jaeger



DEPARTMENT OF PARKS & RECREATION

CITY OF NEW LONDON

2019 Part Time/Seasonal Staff Wage Schedule- **DRAFT**

Parks & Recreation Office
215 N. Shawano Street
New London, WI 54961
920.982.8521
Fax: 920.982.8665

Aquatic & Fitness Center
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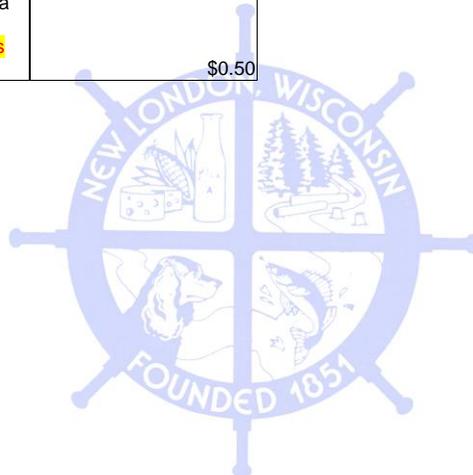
RECREATION DEPARTMENT:	STARTING WAGE:
Program Instructor (R09, R15, R31)	\$8.70
Special Events Worker (R31)	\$8.70
Private Lesson Program Instructor (R17, R41)	\$20.00
Camp Hatten Counselor (R33)	\$8.70
Camp Hatten Head Counselor (R35)	\$11.05
Camp Hatten Supervisor (R19)	\$13.05
Program Instructor Ignite (R13)	\$9.50
Private Program Instructor Ignite (R39)	\$20.00
Gym Supervisor (R03)	\$7.65
Basketball Scorekeeper (R04)	\$7.65
Soccer Head Referee	
1-3 Years	\$16.00
3+ Years	\$18.00
WIAA-Certified	\$20.00
Soccer Line Judge	\$7.65
Basketball Referee	
1-3 Years	\$16.00
3+ Years	\$18.00
WIAA-Certified	\$20.00
Volleyball Referee (R29)	
1-3 Years	\$11.00
3+ Years	\$12.00
WIAA-Certified	\$15.00
Softball Scorekeeper/Line Judge (R23)	\$7.65
Softball Umpire Supervisor (R27)	
Softball Umpire/Referee (R25)	
1-3 Years	\$13.00
3+ Years	\$14.00
ASA or WIAA Certified	\$15.50 \$18.00
Supervising Umpire/Referee	\$18.25
Certified Supervising Umpire/Referee	\$20.00
Annual Raise (applied January 1 st) Must have worked for a minimum of 2 months to be eligible for the annual rate (if starting a new job duty/wage, must have worked 2 months for that job wage to receive annual raise)	\$0.50

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AQUATIC & FITNESS CENTER:	STARTING WAGE:
Base Wage Level 1 -Working without WSI or LG certification (base/general Pool labor) (AQ02, AQ03, AQ09, AQ11, AQ27)	\$8.70
Base Wage Level 2 -Gaining & working with valid LG certification (AQ01, AQ02, AQ03, AQ09, AQ27)	\$0.30 wage increase
Base Wage Level 3 -Working with valid LG certification and 3 years of LG experience (applied immediately with new hires or January 1 st after 3 full years of service with current employees) (AQ01, AQ02, AQ03, AQ09, AQ27)	+\$0.50 wage increase
Teaching swimming lessons with valid WSI certification (only when teaching swimming lessons) (AQ05)	+\$0.40 wage increase
Head Guard (only when working that position) (AQ07)	+\$1.00 over LG Wage
Opening Shift Differential (5:30am-8:00am Monday – Friday) (AQ25)	+\$1.00 over LG Wage
Add Open Shift Head Lifeguard (AQ23)	+\$2.00 over LG Wage
Teach Private Swim Lessons (when teaching private lessons)(AQ04,AQ06)	+\$1.00 over Base or WSI Wage
W.S.I. & Lifeguard Trainer Instructor (AQ10)	\$11.00
Annual Raise (Applied to Base Wage and/or Aquacise rate - applied January 1 st - Must have worked for a minimum of 2 months to be eligible for the annual rate	\$0.50
Pool employees working over 500 hours per year will receive \$50/year bathing suit/ swim equipment allowance (includes swim wear clothing, goggles, swim floatation aids, or water type shoes; items must be justified and used to aid the employee in their job duties, items in question will be determined by the Parks and Recreation Director)	

PARKS/ FACILITIES/STREETS:	STARTING WAGE:
Seasonal Laborers (P04, FC04)	\$11.00
Annual Raise for Seasonal Laborers (applied January 1 st) Must have worked for a minimum of 2 months to be eligible for the annual rate	\$0.50
Part Time Janitorial (year round) (J01, J03, J05, J07, J09, J11, J15)	\$11.00
Part Time Lawnmower (year round) (P06)	\$12.00
Part Time Gardner (year round) (P04)	\$14.00
Annual Raise for Part Time Laborers (applied January 1 st)	Will be evaluated with full time staff wage increases

EXERCISE INSTRUCTORS (all divisions)	STARTING WAGE:
Training/In-services (R07, FT11, FT12,FT13, FT14, SC07)	\$9.00
Base Level 1-Teaching (Fitness Instructor, Aquacise, Senior Exercise, etc.) (R05, AQ08, SC05, FT01, FT02, FT03)	\$13.00
Certified Personal Trainer (R37, FT04)	\$20.00
Base Level 2- Teaching with 3+ years of experience (R05, AQ08, SC05, FT01, FT02, FT03)	+\$0.50
Teaching with current Accreditation/Certification (R05, AQ08, SC05, FT01, FT02, FT03)	+\$1.00 over Base wage
Annual Raise (applied January 1st) Must have worked for a minimum of 2 months to be eligible for the annual rate	\$0.50

TRANSIT DRIVERS:	STARTING WAGE:
Transit Driver (SC02)	\$14.00
Annual Raise (applied January 1 st)	Will be evaluated with full time staff wage increases