



## Human Resources Committee Meeting Notice May 13, 2024

### Human Resources Committee

Patrick Delaney, Chairperson

Dennis Polach, Vice Chairperson

Jake Cattanach

Notice is hereby given of a meeting of the Human Resources Committee to be held in the Council Chambers at City Hall, 444 West Grand Avenue, Wisconsin Rapids, on Monday, May 13, 2024, at 4:00 p.m. The meeting will be streamed live on the City of Wisconsin Rapids Facebook page and will also be broadcast live on Charter Cable Channel 985 and Solarus HD Cable Channel 3. If a member of the public wishes to access this meeting live via Zoom audio conferencing, you must contact the City Clerk at least 24 hours prior to the start of the meeting to coordinate your access. This meeting is also available after its conclusion on the City's Facebook page and Community Media's YouTube page, which can be accessed at [www.wr-cm.org](http://www.wr-cm.org). It is possible that members of the Committee may appear remotely via video or audioconferencing for this meeting.

### Agenda

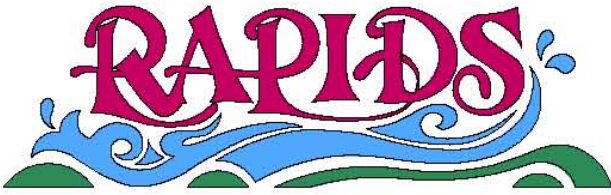
1. Call to order.
2. Discuss and consider for approval the proposed rates for Seasonal Recreation Department wages for the 2024 season.
3. Discuss and consider for approval the proposed pay rate for Limited Term Employees (LTEs) in the Street Department.
4. Discuss and consider for approval the proposed pay category for the Seasonal Engineering Technician position.
5. Discuss and consider for approval the proposed wage rate for the Seasonal Summer employee at the airport.
6. The Committee may vote to go into closed session under Section 19.85(1)(e), Wis. Stats., which reads. "Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session".

In closed session, the Committee will discuss negotiations, strategy, and options regarding the renewal of group health insurance with Aspirus Health Plan, and the renewal of dental plan administration with Delta Dental.

7. The committee will adjourn in closed session.

The City of Wisconsin Rapids encourages participation from all its citizens. If participation at any public meeting is not possible due to a disability, notification to the city clerk's office at least 48 hours prior to the scheduled meeting is encouraged to make the necessary accommodations. Call the clerk at (715) 421-8200 to request accommodations.

W I S C O N S I N



**HUMAN RESOURCES  
DEPARTMENT**

444 W GRAND AVE  
WISCONSIN RAPIDS, WI 54495  
(715) 421-8215

**Supporting Information Agenda Items 2-5**

**Agenda Item 2-**

The registration fees for this program cover the cost of wages for 2 referees and awards given to the first and second place teams at the end of the season. The schedule for referees would be 4 games per night, once a week for 8 weeks.

$\$20/\text{hour} \times 4 (\times 2 \text{ refs}) = \$160 \text{ per night}$   
 $160 \times 8 \text{ weeks in the season} = \text{approximately } \$1,280 \text{ per season}$

Last year, with this being a new program, we had hoped to have 4 teams register, but maxed out at 8 teams registered (+ 2 additional teams who wanted to sign up after the program was full). The largest challenge for this program was finding referees. Position qualifications and pay, as well as referees already being scheduled out for 1-2 years in advance posed a challenge. Also, the language in the current pay schedule does not allow for referee pay to be commensurate upon their reffing experience, which also caused issues last season.

Wage Schedule for Park & Recreation Seasonal Wages and Experience

**Agenda Item 3-**

It is the staff recommendation that the LTE employee (s) at the Street Department be paid at the same rate as Step 1 of the Common Laborer rate (Grade 8) on the salary schedule. The rate would not be placed on the salary schedule and there will be no step increases; this is an LTE rate set outside of the schedule. Current rate is \$21.86; proposed rate is \$22.39.

**Agenda Item 4-**

It is the staff recommendation that the Seasonal Engineering Technician be paid at 75% of the Step 6 of the Engineering Technician rate on the salary schedule. The rate would not be placed on the salary schedule and there will be no step increases; this is a seasonal rate set outside of the schedule. Current rate is \$23.06; proposed rate is \$23.52.

## **Agenda Item 5-**

The primary reason the Airport Manager would like this increase is that he noticed the City posted a request for applications for summer help jobs in other departments starting at \$14.25/hour. The Airport summer helper is entering his third year of seasonal help and is making \$10.50/hour.

The airport seasonal positions is expected to do important work tasks which are potentially dangerous, including fueling and handling valuable aircraft.

The 2024 airport budget includes enough to pay the seasonal position approximately 530 hours at the proposed pay rate; the cost of this position is paid by the airport as part of the management contract the city has with the airport commission.

It is the staff recommendation to increase the hourly rate for the summer employee at the airport to \$14.50/hour.

# Recreation Department

## Pay Rates 2024 (Revised)

Position	Year 1	Year 2	Year 3	Year 4/Max
Sports Aides	\$9.00	\$9.50	\$10.00	\$10.50
Attendant	\$9.00	\$9.50	\$10.00	\$10.50
Door Attendant	\$12.00/net	\$12.50/net	\$13.00/net	\$13.50/net
Basketball Scorer	\$12.00/game	\$12.50/game	\$13.00/game	\$13.50/game

Employees in above positions will receive a \$.50 premium for each full season of employment with the City, up to a maximum of \$1.50 or three years' experience.

Position	NO WIAA/EXP	WIAA/1 YR EXP	WIAA/2 YR EXP	WIAA/3 YR EXP
Volleyball Officials	\$14.00/match	\$15.00/match	\$18.00/match	\$20.00/match

Position	No Refing Exp	1 Year Ref Exp	2 Years Ref Exp	3 Years Ref Exp
Football Referees	\$20/game	\$21/game	\$22/game	\$23/game

Position	Pay Range
Instructors	\$10.00 - \$18.00/hour

Instructors: Compensation to be based upon sport/activity, qualifications, experience, and participant fees.

## Aquatic Center Pay Rates

2024

Position	Year 1	Year 2	Year 3	Year 4	Year 5 /Max
Water Attendant	\$9.00	\$9.50	\$10.00	\$10.50	\$11.00
Water Attendant (w/lifeguard certification)*	\$10.00	\$10.50	\$11.00	\$11.50	\$12.00
Admissions/Concessions Lead	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50
Cashier*	\$9.00	\$9.50	\$10.00	\$10.50	\$11.00
Concessions*	\$9.00	\$9.50	\$10.00	\$10.50	\$11.00
Lifeguard	\$11.00	\$11.50	\$12.00	\$12.50	\$13.00
Head Guard	\$13.00	\$13.50	\$14.00	\$16.00	\$16.00
Water Safety Instructor (WSI)	\$12.00	\$12.50	\$13.00	\$13.50	\$13.50

\*Water Attendant, Cashier, or Concessions employees with lifeguarding certification and ability to substitute as lifeguard will receive additional \$1 per hour while working as a lifeguard. **Head lifeguard starting pay commensurate with experience.**

## Non-Recreation Budget Positions

(Revised 10/2021)

Position	Year 1	Year 2	Year 3	Year 4/Max
Zoo Attendant	\$9.00	\$9.50	\$10.00	\$10.50
Ice Pond Attendant	\$9.00	\$9.50	\$10.00	\$10.50