



Minutes
Committee #2
Labor Negotiations, Personnel, Policy & Administration
May 29, 2019

Committee #2 met on Wednesday, May 29, 2019 at 8:00 AM in the Council Chambers, City Hall, 30 West Central Street, Chippewa Falls, WI.

Committee Members present: CW King, John Monarski, and Chuck Hull

Mayor/Other Council Members present: Paul Nadreau and Rob Kiefer

Others present: Finance Manager/Treasurer Lynne Bauer, Fire Chief Mike Hepfler, Parks and Recreation Director Dick Hebert, and City Clerk Bridget Givens.

Call to Order: 8:00 am

- 1. Discuss pay adjustments for the following 2019 Parks & Recreation Seasonal employees: Outdoor Pool Manager; Lifeguard/Swim Instructor; Umpires for the Men's Modified Softball League. Possible recommendations to the Council.**

Discussion was had regarding last year's pay increase for lifeguards. When the previous Recreation Supervisor amended the seasonal pay rates, he inadvertently skipped the Lifeguard/Swim Instructor classification. The pay rates will be amended to reflect this classification, so no action was needed.

The newly hired Outdoor Pool Manager has three years of experience. Based upon this experience, it was requested that the Outdoor Pool Manager be compensated at \$11.50/hr.

Motion by Hull/Monarski to recommend Council approve a starting pay rate of \$11.50/hr. for the Outdoor Pool Manager. All present voting aye, motion carried.

Parks and Recreation Director Hebert also discussed the difficulty finding contracted officials and requested an increase for Umpires for the Men's Modified Softball League. The league would be in favor of foregoing t-shirts for the annual winners to help fund an increase for the Umpires.

Motion by Hull/Monarski to recommend Council approve increasing the rate of pay for Umpires for the Men's Modified Softball League to \$25 1st Year/No Cert and \$30 2nd Year/Cert. All present voting aye, motion carried.

2. Closed Session

Motion by Monarski/Hull to go into Closed Session under Wis. Stats. Sec. 19.85(1)(e) for "deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting public business with competitive or bargaining implications" to:

- a. Discuss labor negotiation issues and strategies; and to include the Council/Committee members, Bauer, Hepfler, and Givens; may return to Open Session.**

Roll Call Vote: Aye – Monarski, Hull, King. Motion carried.

The Committee discussed Item (a) above.

Motion by Monarski/Hull to return to Open Session. All present voting aye, motion carried.

3. Adjournment

Motion by Monarski/Hull to adjourn at 8:56 am. All present voting aye, motion carried.

**Minutes submitted by,
Lynne Bauer, Finance Manager/Treasurer**

Chippewa Falls Parks and Recreation Seasonal Employee Pay Rates

	1 st Year	2 nd Year	3 rd Year
Level I	\$7.25	\$7.50	
Level II	\$7.50	\$7.75	\$8.00
Level III	\$7.75	\$8.00	\$8.25
Level IV	\$8.00	\$8.25	\$8.50
Level V	\$8.75	\$9.00	\$9.25
Level VI	\$9.75	\$10.00	\$10.25
Level VII	\$11.00	\$11.25	\$11.50
Park Maintenance	\$7.50	\$7.75	\$8.00

Level I

- Scorekeepers
- Recreation Assistants
- Concessions

Level II

- Youth Program Instructors
- Gym Supervisors/Site Managers
- Log Cabin/School House

Level III

- Youth Program Instructors (teachers/certified)

Level IV

- Summer Program Assistant

Level V

- Outdoor Pool Lifeguards

Level VI

- Assistant Pool Manager

Level VII

- Head Pool Manager

Park Maintenance

- Irvine Park
- Casper Park

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PAY RATES FOR CONTRACTED OFFICIALS

	1 st Year/No Cert	2 nd Year/Cert
Basketball	\$20.00	\$25.00
Volleyball: Adult	\$15.00	\$17.00
Volleyball: HS	\$12.00	\$15.00
Softball: MMF	\$20.00	\$25.00
Softball: MSP/COED	\$15.00	\$17.00
Soccer: U8	\$10.00	\$15.00
Soccer: U10/U14	\$15.00	\$20.00

Chippewa Falls Parks and Recreation Seasonal Employee Pay Rates

	1 st Year	2 nd Year	3 rd Year
Level I	\$7.25	\$7.50	
Level II	\$7.50	\$7.75	\$8.00
Level III	\$7.75	\$8.00	\$8.25
Level IV	\$8.00	\$8.25	\$8.50
Level V	\$8.75	\$9.00	\$9.25
Level VI	\$10.00	\$10.25	
Park Maintenance	\$7.50	\$7.75	\$8.00

Level I

- Scorekeepers
- Recreation Assistants
- Concessions

Level II

- Youth Program Instructors
- Gym Supervisors/Site Managers
- Log Cabin/School House

Level III

- Outdoor Pool Lifeguards
- Youth Program Instructors (certified)

Level IV

- Indoor Swim Instructor
- Outdoor WSI
- Summer Program Assistant

Level V

- Assistant Pool Manager
- Indoor WSI

Level VI

- Head Pool Manager

Park Maintenance

- Irvine Park
- Casper Park

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PAY RATES FOR CONTRACTED OFFICIALS

	1 st Year/No Cert	2 nd Year/Cert
Basketball	\$17.00	\$20.00
Volleyball: Adult	\$15.00	\$17.00
Volleyball: HS	\$12.00	\$15.00
Softball: MMF	\$20.00	\$25.00
Softball: MSP/COED	\$15.00	\$17.00
Soccer: U8/U10	\$10.00	\$15.00
Soccer: U12/U14	\$15.00	\$20.00

Approved 5/20/15

5/29/19 *From*

CITY OF EAU CLAIRE PAY PLAN

RECREATION PAY PLAN FOR TEMPORARY EMPLOYEES

All employees will start at step A unless indicated. Employees may move up a pay step for each year/season worked for the Department.

Maximum of six steps.

Effective January 1, 2018

Approved by City Council November 14, 2017

Position	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Recreation Facilitator (step A)	Hourly	8.75	9.00	9.25	9.50	9.75	10.00	10.25	10.50	10.75	11.00
Lifeguards (step B)											
Facility Maintenance Attendant (step A)											
Swim Instructor (step B)											
Program Coordinator (step C)											
Head Lifeguard (step D)											
Swim Instructor (WSI) (step D)											
Head Swim Instructor - WSI (step E)											
Adaptive Swim Instructor - WSI (step D)											
Adult Instructors (step A)	Hourly	11.50	12.00	12.50	13.00	13.50	14.00				
Facility Assistant (step A)											
Program Planner (step A)											
Specialized Recreation Planner (step A)											
Facility Specialist (step A)	Hourly	15.00	16.00	17.00	18.00	19.00	20.00				
Recreation/Concessions Specialist											
Volunteer Coordinator											
Interpreter (2 hr minimum)	Hourly	20.00	22.00	24.00	26.00	28.00	30.00				
DPI Certified Teacher-Summer School											
Instructors/Partnership Programs											
POSITION CATEGORIES											
Recreation Facilitator											
Activity Leader											
Facility Attendant											
Cashiers/Concessions											
Playground Leader											
Registration Assistance											
Scorers/Timers											
Skating Rink Attendant/Skateguard											
Youth Program Instructor											
Program Planner											
Aquatics											
Concessions (Team Lead @ Carson, Fairfax & Hobbs)											
Fairfax Admissions											
Hockey											
Specialized Recreation											
Soccer											
Facility Specialist											
Fairfax Pool											

SCHEDULE OF FEES FOR OFFICIALS

Position	Level 1-2 (Beginner)	Level 3-4 (Intermediate)	Level 5 (Master)
Youth Officials	12.00	15.00	18.00
Adult Officials	18.00	20.00	22.00
Fast Pitch and Tournament Officials	38.00	40.00	42.00
Referee in Chief	235.00	250.00	285.00
(6 maximum)			

per game

per game

per game

per installment

(6 maximum)