

VILLAGE OF ELM GROVE

13600 Juneau Boulevard
Elm Grove, WI 53122

BOARD OF TRUSTEES - SPECIAL MEETING
Monday, April 30, 2018 * 7:30 AM * Parkview Room

AGENDA

1. Call meeting to order
2. Review and act on wages for summer recreation employees

Documents:

[memo lg wages.pdf](#)
[lifeguard wage proposal.pdf](#)

3. Other Business
4. Adjourn

Any person who has a qualifying disability as defined by the Americans with Disabilities Act who requires that the meeting or materials for the meeting has to be in an accessible location or format must contact the Village Clerk, Mary S. Stredni, at 262-782-6700 or 13600 Juneau Boulevard by 3:00 PM Friday prior to the meeting so that any necessary arrangements can be made to accommodate your request.

NOTICE: It is possible that members of, and possibly a quorum of, other governmental bodies of the Village may be in attendance at the above stated meeting to gather information. No action will be taken by any governmental body at the above stated meeting other than the governmental body specifically referred to in the above notice.

Memo

To: Dave DeAngelis, Village Manager

From: Erin Cross, Recreation Director

Date: April 24, 2018

Re: Lifeguard Wages

In recent years, the number of trained lifeguards has been dwindling, effecting pools and recreation departments across the state of Wisconsin. In an effort to combat this shortage Wisconsin lawmakers recently passed a bill lowering the minimum age to lifeguard to 15 years old. This however has not proved to be enough to circumvent the severe staffing challenge.

Many of our neighboring communities have increased wages to entice certified lifeguards to come work at their pools and aquatic facilities. The City of Brookfield starts lifeguards out at \$10.00 per hour, offering time and a half on some Saturday shifts. Likewise, Waukesha County is currently looking to fill 20 positions, with a starting pay of \$9.79 per hour, and Milwaukee County locations start at \$10.46 per hour. In comparison, Lifeguards at Village Pool have a starting wage of \$8.15 and even after 10 years, make at most \$10.25 as a Head Guard.

As summer inches closer and our neighboring facilities look to fill their staff rosters for the summer, we have been losing previously recruited staff. In January of this year I had a guard who would have had her 4th summer working here leave due to low wages. While we were fully staffed as of Monday April 23rd, just this morning, I had two new hires notify me that they would be not be working for us this summer, but would instead be working at Wirth Park this summer. Now we are two lifeguards short of full staff and if we lose any additional staff and don't recruit additional staff we may have to consider limiting some pool hours.

I have attached a chart to show our overall staffing costs for our seasonal employees for last summer, and an additional chart showing how a wage increase for lifeguards and the recreation assistant would make us competitive with our neighboring communities and would affect our staffing expenses for the year.

I am respectfully asking you to approve a wage scale for 2018 that reflects these increases so we can hopefully retain our current staff and once again become fully staffed.

Summer 2017 Wages

	Avg. \$/hr	June 2017		July 2017		August 2017		Totals
		# of Hrs	Total Wages	# of Hrs	Total Wages	# of Hrs	Total Wages	
Front Desk	\$ 7.50	324	\$ 2,430.00	351.25	\$ 2,634.38	229.25	\$ 1,719.38	\$ 6,783.75
Grounds Crew	\$ 8.00	246.75	\$ 1,974.00	208.5	\$ 1,668.00	137	\$ 1,096.00	\$ 4,738.00
Head Guard	\$ 9.50	345.5	\$ 3,282.25	357	\$ 3,391.50	232.5	\$ 2,208.75	\$ 8,882.50
LG	\$ 8.50	598	\$ 5,083.00	815.5	\$ 6,931.75	398.5	\$ 3,387.25	\$ 15,402.00
Tennis Coordinator	\$ 9.50	110	\$ 1,045.00	154	\$ 1,463.00	40	\$ 380.00	\$ 2,888.00
Tennis Instructor	\$ 8.00	270	\$ 2,160.00	335	\$ 2,680.00	90	\$ 720.00	\$ 5,560.00
Day Camp Coordinator	\$ 9.50	112	\$ 1,064.00	162	\$ 1,539.00	40	\$ 380.00	\$ 2,983.00
Day Camp Counselor	\$ 8.00	272	\$ 2,176.00	340	\$ 2,720.00	90	\$ 720.00	\$ 5,616.00
Recreation Assistant	\$ 10.00	184	\$ 1,840.00	176	\$ 1,760.00	160	\$ 1,600.00	\$ 5,200.00
Total Hours		2462.25		2899.25		1417.25	Total Wages	\$ 58,053.25

Proposed Summer 2018 Wages

	Avg. \$/hr	Proposed		Proposed		Proposed		Totals
		# of Hrs	Total Wages	# of Hrs	Total Wages	# of Hrs	Total Wages	
Front Desk	\$ 7.50	324	\$ 2,430.00	351.25	\$ 2,634.38	229.25	\$ 1,719.38	\$ 6,783.75
Grounds Crew	\$ 8.00	246.75	\$ 1,974.00	208.5	\$ 1,668.00	137	\$ 1,096.00	\$ 4,738.00
Head Guard	\$ 12.25	345.5	\$ 4,232.38	357	\$ 4,373.25	232.5	\$ 2,848.13	\$ 11,453.75
LG	\$ 10.00	598	\$ 5,980.00	815.5	\$ 8,155.00	398.5	\$ 3,985.00	\$ 18,120.00
Tennis Coordinator	\$ 9.50	110	\$ 1,045.00	154	\$ 1,463.00	40	\$ 380.00	\$ 2,888.00
Tennis Instructor	\$ 8.00	270	\$ 2,160.00	335	\$ 2,680.00	90	\$ 720.00	\$ 5,560.00
Day Camp Coordinator	\$ 9.50	112	\$ 1,064.00	162	\$ 1,539.00	40	\$ 380.00	\$ 2,983.00
Day Camp Counselor	\$ 8.00	272	\$ 2,176.00	340	\$ 2,720.00	90	\$ 720.00	\$ 5,616.00
Recreation Assistant	\$ 13.00	184	\$ 2,392.00	176	\$ 2,288.00	160	\$ 2,080.00	\$ 6,760.00
Total Hours		2462.25		2899.25		1417.25	Total Wages	\$ 64,902.50