

2024 Seasonal Wage Schedule - PROPOSED
Effective January 1, 2024

Position	1st	2nd	3rd	4th	5th	6th + Years
Street, Water, Parks Maintenance	15.00 16.00	15.50 16.50	16.00 17.00	16.50 17.50	17.00 18.00	No Increase
Official - Slowpitch Softball / Kickball	19.00 21.00	19.50 21.50	20.00 22.00	20.50 22.50	21.00 23.00	
Official - Modified Softball	24.00	24.50	22.00	22.50	23.00	
Camp Coordinator	18.00 19.00	18.50 19.50	19.00 20.00	19.50 20.50	20.00 21.00	
Program Instructor	14.00 16.00	14.50 16.50	15.00 17.00	15.50 17.50	16.00 18.00	
Camp Counselor	14.00 15.00	14.50 15.50	15.00 16.00	15.50 16.50	16.00 17.00	
Program Attendant	10.00	10.50	11.00	11.50	12.00	
Park Maintenance - Spring/Fall	18.00 19.00	18.50 19.50	19.00 20.00	19.50 20.50	20.00 21.00	
Crossing Guards	16.00	17.15	18.40	No Increase	No Increase	
Rental Facility Custodian	10.50 12.00	(Premium pay of 12.00/hr after 9pm)				
		13.50 Premium pay after 9pm				

	2024 (proposed)	2020 (eff. 08/20)	2020	2019
Chief Election Inspector	15.00/hr	13.00/hr	12.00/hr	11.00/hr
Election Inspector	12.00/hr	11.00/hr	9.00/hr	9.00/hr
Greeter	8.00/hr	8.00/hr	8.00/hr	8.00/hr
Special Voting Deputies	12.00/hr	10.00/facility	10.00/facility	10.00/facility

Approved:

Brad _____
 Carrie _____
 Sean _____
 Chris _____
 Julie _____
 Trevor _____
 Chris _____

Board approved 04/07/2023

Memo

To: Finance and Personnel Committee
From: Chris Clark, Director of Parks, Recreation, & Forestry
Re: 2024 Proposed Seasonal Wages
Date: August 28, 2023

Background Information:

Village staff is looking to increase seasonal wages for 2024 to stay competitive with area communities and the summer job market to ensure that those vital seasonal positions get filled. In 2023 staff requested an increase in wages for the laborer positions as we were having difficulty filling some of those positions. The increases at that time did give us the ability to have full summer staffing. We are now looking at an increase for those and other seasonal/part-time positions on our seasonal wage schedule. With these increases, we anticipate our wages being in the top 1/3 of area communities and be competitive for limited applicants.

Previous Information/Action:

On 4/7/2023 the Village Board increased Seasonal Parks/Public Works/Water positions to \$15 per hour and Spring/Fall Seasonal Park Maintenance to \$18 per hour to be competitive and fill positions for the summer. Prior to that, wages were last increased for the 2022 budget.

Budget Item/Funding:

The proposed wages have been inserted into the first draft of the various department budgets.

Staff Recommendation:

Staff is asking to authorize the proposed increase in wages for seasonal positions.

Attachments:

- Proposed wage schedule for 2024
- Wage comparisons from area municipalities for 2023

2023 Seasonal Wage Schedules (Starting Wages)

Position	City of Marquette	City of New London	Outagamie County	Village of Little Chute	City of Shawano	Village of Fox Crossing	Village of Kimberly	Town of Greenville	Waupesa County	City of Daire	City of Oshkosh Parks	Winnebago County	City of Appleton Parks	City of Sheboygan	Village of Ashwaubenon	City of Kaukauna	City of Green Bay	Village of Altona (2024 Proposed)	Village of Bellevue	Calumet County	City of Manitowish	
Maintenance																						
Park Street and Water Maintenance Worker	\$10.50	\$11.00	\$11.11	\$11.55	\$12.00	\$13.00	\$13.53	\$14.00	\$14.45	\$15.00	\$15.00	\$15.00	\$15.01	\$15.08	\$15.50	\$15.88	\$16.00	\$16.00	\$17.00	\$17.00	\$17.00	\$17.00
Park Maintenance Lead	\$12.00								\$16.00			\$16.00						\$19.00				
Spring/Fall Park Maintenance				\$12.85					\$18.00									\$19.00				
Recreation																						
Official - Softball/Kickball				\$25.00					\$21.00				\$17.01					\$21.00				\$ 20.00
Summer Camp Coordinator									\$15.00				\$19.01		\$21.00		\$16.00	\$19.00	\$18.00			
Summer Camp Counselor						\$13.00			\$14.00				\$19.01	\$15.50	\$15.50		\$16.00	\$15.00	\$15.00			
Playground Leader				\$14.00					\$14.00				\$19.01				\$15.00	\$15.00	\$15.00			
Program Instructor				\$11.00					\$17.00				\$15.01				\$15.00	\$16.00	\$15.00			\$14.00
Program Attendant									\$13.00				\$15.01				\$13.00	\$10.00	\$10.00			
Park Watchman/Custodian									\$10.50									\$12.00				\$11.00

Memo

To: Finance/Personnel Ad Hoc Committee
From: Carrie Zittlow, Clerk-Treasurer
Date: August 28, 2023
Re: Request to Increase Election Worker Pay- 2024

To be competitive with surrounding municipalities and increased duties and knowledge required by election inspectors, I am requesting an increase in pay rates beginning with the February 2024 election (if no February statewide primary, effective for the April 2024 Spring election.)

Chief Inspectors - from \$13/hour to \$15/hour
Election Inspectors - from \$11/hour to \$12/hour
Special Voting Deputies - from \$10/per facility to \$12/hour

Election Inspector Pay - Brown County Municipalities (as of August 2023)			
	<u>Chief Inspector</u>	<u>Election Inspector</u>	<u>Special Voting Deputy</u>
V- Allouez	\$13/hr	\$11/hr	\$10 per facility
V- Ashwaubenon	\$13/hr	\$11/hr	\$12/hr.
V- Bellevue	\$15.50/hr	\$12.50/hr	\$14/hr
C- DePere	\$17/hr & \$18/hr after 1 yr.	\$14/hr & \$15/hr after 1 yr	\$14/hr & \$15/hr after 1 yr
C- Green Bay	\$225/day	\$340/day	\$65/day
V- Hobart	\$11.50/hr.	\$11/hr	\$11/hr
V- Howard	\$16.09/hr	\$11.12/hr	\$16.09/hr
T- Lawrence	\$10/hr	\$10/hr	\$10/hr
T- Ledgeview	\$11/hr	\$10/hr	\$11/hr
V- Pulaski	\$15.97/hr	\$12.62/hr	\$12.62/hr
V- Suamico	\$15/hr	\$12/hr	\$12/hr.
V- Wrightstown	\$10.50/hr	\$9.50/hr	n/a
			* looking to increase Special Voting Deputy pay in 2024
			*looking to increase wages for 2024 budget
			*Rates would get adjusted for inflation in 2023, possibly around 3% - not yet started on 2024 budget
			* looking to increase to \$17.00/hr for Chief & \$12.00/hr for election inspectors 2024 budget
			* looking to increase to \$15.00/hr for Chief & \$14.00/hr for election inspectors 2024 budget

FINANCE/PERSONNEL AD HOC COMMITTEE MINUTES

MONDAY, AUGUST 28, 2023

5:00 PM, ALLOUEZ VILLAGE HALL

CALL TO ORDER / ROLL CALL

Meeting called to order by Chairperson Harris at 5:00 pm

Present: Harris, Sampson, Lange, Beauchamp

Also present: Clark, Gehin

Excused: Genrich

MODIFY / ADOPT AGENDA

Sampson/Lange moved to adopt the agenda as presented. Motion carried.

ANNOUNCEMENTS

- ***None***

APPROVAL OF MINUTES FROM JUNE 19, 2023

Sampson/Lange moved to approve the June 19, 2023 minutes. Motion carried.

DISCUSSION/ACTION: VILLAGE BANKING PROVIDER

Lange stated that the Village has been banking with Associated Bank for 26 years. Staff recently met with Stephenson National Bank & Trust (SNB&T) to discuss bank fees and earnings after which SNB&T proposed a banking option to significantly increase interest earnings. Due to the long history with Associated Bank, staff reached out to Associated which was able to offer interest earnings comparable to SNB&T.

Discussion:

- Why wasn't Associated Bank offering better interest rates with the rising rate environment?
- Proposals received by both banks protect the Village deposits through FDIC insurance or collateral.
- Interest earnings are comparable.
- Ease of banking with the current location of Associated Bank allowing for daily deposits of cash and checks

Consensus was to keep the checking account with Associated Bank for the time being and move Local Government Investment Pool monies to SNB&T.

DISCUSSION/ACTION: 2024 SEASONAL WAGES

Lange told the committee that the Village needs to stay current with seasonal wages. A comparison of park seasonal maintenance and recreation positions was prepared by Clark while a comparison of election worker pay was prepared by the Village Clerk-Treasurer.

Discussion:

- Seasonal wages need to be competitive with the surrounding municipalities.
- Most seasonal wages were increased for 2023.
- Park increases will be partially offset by an increase in fees.
- Crossing guards have not had an increase since 2020.

Consensus was to recommend increasing the crossing guards wage schedule by \$0.50, and election pay to that requested by the Village Clerk-Treasurer (chief inspectors to \$15/hour, election inspectors to \$12/hour and special voting deputies to \$12/hour). All other seasonal wage increases should be kept in the proposed 2024 budget for now and provide more detail of the revenue offset.

DISCUSSION/ACTION: ARPA PROJECTS

Beauchamp provided a worksheet detailing Board-approved ARPA projects, additional projects proposed by staff and additional funds remaining.

Discussion:

- Staff-proposed use of ARPA funds to offset negative cash/operating costs within the storm water utility. Would the Village receive a “bigger bang for the buck” directing these funds to a different project?
- Effect of the above decision on the upcoming storm water rate increase

No action taken.

DISCUSSION: 2024 BUDGET

Lange provided a high-level overview of the proposed 2024 budget.

Discussion:

- The street department budget was created with two vacancies. One has since been filled.
- Gehin would like to use the remaining vacancy for engineering and administrative assistance instead of street operations.
- 1/3 of the cost of a market revaluation is included in the proposed budget.
- Health insurance is projected to increase by 10%.
- Equipment charges currently at the 2023 budget level are anticipated to be increased with the increase offset by additional interest revenue.
- The \$60,000 received from the state for police investigative services performed at the Green Bay Correctional Institute has been reduced to \$0 as it is not expected to be available without detail of the actual costs to perform the investigations provided by the Brown County Sheriff's Department.
- Garbage costs still need to be looked at. An RFP for services still needs to be let.

NEXT MEETING DATE AND AGENDA ITEMS

- September 11, 2023, and September 25, 2023

ADJOURNMENT

Lange/Sampson moved to adjourn at 6:22 pm. Motion carried.

Minutes submitted by Julie Beauchamp, Finance Director