



"...meeting community needs...enhancing quality of life."

**PARKS, RECREATION & FACILITIES
MANAGEMENT**

Dean Gazza, Director

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TO: Human Resources Committee
FROM: Dean Gazza, Director of Parks, Recreation, and Facilities Management
DATE: February 23, 2022
RE: Pool Manager Seasonal Pay Grade

The Parks, Recreation, and Facilities Management Department is requesting that the Pool Manager position, which is currently in pay grade 7 on the seasonal pay schedule, be moved to pay grade 8 to be competitive in this challenging hiring climate.

The decline in available aquatics facility staff (including pool managers and lifeguards) has been a trend over the past several years nationwide but has been exacerbated by the lack of candidates and increase in wages by those competing for the same workforce. In addition, the level of responsibility for these positions is quite high compared to other jobs in the same pay range.

Upon completing a market survey for the pool manager position, the City of Appleton ranks the lowest in our area. To ensure that we can attract enough quality candidates for the upcoming season, we feel it is imperative to increase the pay grade for the Pool Manager position.

Pay Grade 7 – \$13.66 - \$15.56

Pay Grade 8 - \$15.56 – \$17.44

Starting Wages:

Appleton	De Pere	Green Bay	Neenah	Kaukauna
\$13.66-\$15.66	\$19.00 - \$20.00	\$16.51	\$14.00 - \$15.50	\$15.19
Little Chute	Oshkosh	Outagamie	Kimberly	
\$15.00	\$15.50 - \$16.00	\$15.50 - \$18.31	\$14.88 - \$17.00	

Please contact me at 920-832-5572 or dean.gazza@appleton.org with any questions.