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To: Human Resources/IT Committee and Common Council Members

From: Kami Lynch, City Clerk

Jay Ratchman, Interim Human Resources Director <

Date: July 7, 2021

Re: Change in Election Positions

The seasonal election positions are currently compensated in accordance with the 2021 Seasonal/Recreation Pay Schedule. We are recommending that all election positions in this pay plan move to a fixed hourly rate versus a step rate increase based on anniversary. Employees in these positions might work none to several elections during a year, so providing a step increase based on anniversary year does not always make sense. Moving to a fixed rate eases administration and provides a more equitable means to compensate our employees in these positions.

Our recommendation is to move the Chief Election Inspector and Chief Election Inspector (co-chief) to a fixed rate of \$12.74/hour and the Election Inspector to a fixed rate of \$9.80/hour.

One final change is to delete the Election Technician position currently in grade 7. We no longer staff for that position.

We are not requesting additional funds in 2021 to make these changes. Had we made these changes prior to the April 2021 election, the total cost increase for that election would have been \$1,276.

Please contact us if you have any questions regarding these recommendations.

2021 SEASONAL/RECREATION PAY SCHEDULE

WIAA Certified Sports Officials Certified Fitness Instructor

\$25.88 per game \$25.88 per class \$28.97 per hour

Chief Election Inspector - \$12.74 per hour Chief Election Inspector (co-chief) - \$12.74 per hour Election Inspector - \$9.80 per hour

PAY GRADE	1st Year	2nd Year	3rd Year	4th Year
GRADE 8	\$15.37	\$15.99	\$16.62	\$17.22
Adult Sport Official (non		ψ10.00	φισισε	ΨΙΤΙΕΣ
Adult Flag Footba				
Youth Sport Official III				
Recreation/Sports Instru	ictor III (non-certifie	ed)		
	ructor (Zumba, Ou	tdoor Bootcamp)		
Activity Coordinator III				
Assistant Clubho				
Playground Coord		, A.,	A44 90	A/E 0
GRADE 7	\$13.49	\$14.11	\$14.73	\$15.37
Code Compliance Inspe Activity Coordinator II	ctor			
Assistant Playgro	und Coordinator			
Recreation/Sports Instru				
Dance Instructor	.0.0. 11			
	tors (Jr. Clubhouse	e. Teacher and M	le)	
	Spanish, Special E		-/	
Facility Manager III	7.4 1.335 - 5.556 (1.45			
Pool Manager				
Election Technician				
GRADE 6	\$12.66	\$13.29	\$13.92	\$14.51
Lifeguard III/Swim Instru	ıctor			
Concession Manager		410.10		
GRADE 5	\$11.89	\$12.49	\$13.11	\$13.73
Engineering Aide-Inspec Engineering Aide-Traffic		У		
Engineering Alde-Trailic Activity Coordinator I				
	sistant Coordinato	r		
Facility Manager II	isistant Coordinato	r.		
League Facility S	upervisor			
	ction-Swim Lessons	S		
Scheig Center At	tendant	,		
Scheig Center At Maintenance Lea				
Maintenance Lea	d Outdoor Pools			
Maintenance Lea Recreation/Sports Instru Bike Safety Instru	d Outdoor Pools actor actor			
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Maintenance Lea Recreation/Sports Instru Bike Safety Instru Camp Instructor (Youth Sport Official II Lifeguard II/Swim Instru GRADE 4	d Outdoor Pools uctor I uctor Tennis, Soccer, Ba		rts Exploration) \$12.07	\$12.74
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