

Illinois Minimum Wage Increases

Effective Date	Minimum Wage per Hour
January 1, 2020	\$ 9.25
July 1, 2020	\$10.00
January 1, 2021	\$11.00
January 1, 2022	\$12.00
January 1, 2023	\$13.00
January 1, 2024	\$14.00
January 1, 2025	\$15.00

On the following pages are the results of the survey I conducted which collected ideas on implementing the Illinois Minimum Wage Increase schedule listed above.

Thank you to everyone that shared the ideas, formulas, recommendations that you had determined. These will be helpful for others to establish their plan of action at their agencies.

Minimum Wage Plan Survey

Park District or SRA	Plan
Carol Stream PD	we have already started to increase program rates in 2019 so customers won't see such big increases in 2020. We have also adjusted our wage scales and in 2020 we plan to give pay adjustments to anyone making \$12.50 or less. And then in July of 2020 we will adjust our pay scale for the \$10.00 minimum wage rate. We have not determined if we will do a secondary adjustment to those on the lower end of our wage scale.
Elmhurst PD	See attached Plan. "I've attached our proposed plan for 2020-2025. How we will actually pay for this remains to be seen!" <i>Exhibit A</i>
Plainfield PD	Our department directors are currently working on that now by updating our salary schedules and all staff affected will be adjusted accordingly. Our district is going straight to the \$10.00 an hour effective 1/1/20 so adjustments will not have to be made mid-year.
West Chicago PD	We've given the managers the names of the employees who have to be increased and let them know to put in the paperwork for the adjustments in time. I think we are looking into just taking that into consideration at the time of annual merit increases, in May, for everyone else. We have just a few positions that this affected and most were seasonal. I think the bigger hit will come with summer hiring.
Bolingbrook PD	We are talking about making the change to \$10 in January since it is hard to make changes in July with all the seasonal help coming in to work at the pool. Since we are in the middle of budget, each area is looking at their staff and who would need to be adjusted and how many.
McHenry County Conservation District	We have a tight budget, so not sure what the long-term plan is. This year we paid them \$10/hr, so as of now we're in line with where we need to be at 7/1/2020. All of our regular lower wage positions are about a \$1.50 way from the \$15. As we move our ranges annually, those will get closer to the \$15, so we're not too concerned right now about those positions. Ultimately, it's going to be the seasonal wages that will kill us. We may have to reduce the number we hire depending on how things play out with our levy, etc. the next few years.
Park District of Oak Park	We pretty much adopted the cook county min. wage increase in 2017. For 2019, all our part-time year round classified employees were moved to \$12.00 per hour. That is our minimum wage for this group. Seasonal employees still make \$11.00 an hour, until July 2020 and we will move them to \$12.00 an hour. Our part-time year round will move to \$13.00 per hour in July 2020.
Rolling Meadows PD	We pretty much went to \$10/hour at the beginning of our fiscal year (may 1 st) Both hard to get people for less than what others are at, and also the time (administrative) it would take to make another payroll adjustment mid-year... We have a few staff at \$9.25/9.50, however those won't be an issue because they will be adjusted before July 1 st .
Wheaton PD	We are just looking at increasing those below minimum wage in January 2020 and July 2020. They will look at wage compression in 2021.

Minimum Wage Plan Survey

Park District or SRA	Plan												
Homewood-Flossmoor PD	<p>Currently working on updating our salary grid for part-time positions. We are bringing everyone that is under the minimum up to 9.25 as of January 1. From there we are adjusting any other positions as needed. It will get tricky. Some of the grades will start to blend together, and will eliminate each other as we creep towards \$15.00/hour.</p> <p>My focus is 2020 right now.</p> <p>Our payroll department is working on a software program to automatically boost any part-time employee that is under 9.25 up to that level as of January 1 through our Time Clock Plus module.</p>												
Waukegan PD	<p>This is our plan so far. Our new minimum wage will be as follows:</p> <table border="0"> <tr> <td>May 2019</td> <td>\$9.25</td> </tr> <tr> <td>May 2020</td> <td>\$11.00</td> </tr> <tr> <td>May 2021</td> <td>\$12.00</td> </tr> <tr> <td>May 2022</td> <td>\$13.00</td> </tr> <tr> <td>May 2023</td> <td>\$14.00</td> </tr> <tr> <td>May 2025</td> <td>\$15.00</td> </tr> </table> <p>May is the beginning of our fiscal year and typically the beginning of our summer season so most raises go into effect then.</p> <p>We are still trying to figure out how these increases are going to affect other staff.</p>	May 2019	\$9.25	May 2020	\$11.00	May 2021	\$12.00	May 2022	\$13.00	May 2023	\$14.00	May 2025	\$15.00
May 2019	\$9.25												
May 2020	\$11.00												
May 2021	\$12.00												
May 2022	\$13.00												
May 2023	\$14.00												
May 2025	\$15.00												
Schaumburg PD	<p>I spoke with Kathryn O'Connor the compensation consultant from HR Source (formerly Management Association).</p> <p>Re the minimum wage hikes between now and 2025, she is advising a 3-step approach.</p> <p>Step 1. Comply with the new minimum wage as of January 1, 2020 and see if you have any money left. If no, STOP. If yes, continue to Step 2.</p> <p>Step 2. Take a look at all employees in the affected jobs, their rates of pay, their length of service, their performance. Give market adjustments as merited.</p> <p>Step 3. If you still have money left after Steps 1 and 2, then look at the job titles in the next pay grade and see if market adjustments are merited.</p> <p>Repeat for each hike in minimum wage.</p> <p>Re adjustment to a PT Wage Scale / Structure - She said that some agencies are simply compressing pay grades as the minimum wage goes up – then evaluating individual job titles to see if they should move up a pay grade or not.</p> <p>I did a draft workbook showing what this would look like here at SPD (1st tab). <i>Exhibit B</i></p>												

Minimum Wage Plan Survey

Park District or SRA	Plan
NWSRA	<p>First, we reviewed all of the part-time employee wages and applied the state wage increase schedule to see what impact the increase would have financially over the next five years by creating an excel spreadsheet.</p> <p>We broke down possible implementation scenarios into three categories:</p> <ol style="list-style-type: none">1) increase to \$15 in one year,2) increase to \$15 in over two years, and3) actually following a five year step plan as indicated by the state. <p>We compared increased amounts from each scenario to determine if the increases would fit in our Member Agency Contributions formula. This was done by our Finance Manager.</p> <p>Ultimately, we choice Scenario 3 which allows us to stay within the ceiling of a 2% increase in our Member Agency Contributions for the next five years.</p> <p>This did cause compression in our PT pay scale. For this we ended up revising our ranges and reducing them down so that most everyone is making the same and starting at the same rate.</p>

Exhibit A

**Elmhurst Park District
Part-time/Short-term Employee Classification System
Proposed 2019-2025**

POSITION TITLE	Pay Level	Min-2019	Min-2020	Min-2021	Min-2022	Min-2023	Min-2024	Min-2025	Max-2019	Max-2020	Max-2021	Max-2022	Max-2023	Max-2024	Max-2025	DEPARTMENT
Specialty & Certified Staff	A	\$17.25	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$37.25	\$38.50	\$39.00	\$39.50	\$40.00	\$40.50	\$41.00	
Aquatics Instructor																Facilities
Communications & Content Editor																Marketing & Communications
Head Coach/Competitive Gymnastics																Recreation
Group Exercise Instructor																Enterprise Services
Instrument/Voice Instructor																Recreation
Interpreter																Recreation
Massage Therapist																Enterprise Services
Master Tennis Professional																Enterprise Services
Masters Swim Team Instructor																Facilities
Personal Trainer																Enterprise Services
Racquet Stringer																Enterprise Services
Racquetball Instructor																Enterprise Services
Strategy and Planning Coordinator																Administration
Web Specialist																Information Technology
	Pay Level	Min-2019	Min-2020	Min-2021	Min-2022	Min-2023	Min-2024	Min-2025	Max-2019	Max-2020	Max-2021	Max-2022	Max-2023	Max-2024	Max-2025	
Program Coordinators	B	\$12.00	\$13.50	\$14.50	\$15.50	\$16.50	\$17.50	\$18.50	\$32.00	\$33.50	\$34.50	\$35.50	\$36.50	\$37.50	\$38.50	
Adult League Coordinator																Recreation
Aquatics Coordinator																Enterprise Services
Aquatics Coordinator																Facilities
Camp Coordinator																Enterprise Services
Dance Education Coordinator																Recreation
Early Childhood Coordinator																Recreation
Gymnastics Coordinator																Recreation
Kids Plus Coordinator																Enterprise Services
Manager-On-Duty Coordinator																Enterprise Services
Membership Administrative Coordinator																Enterprise Services
Music Education Coordinator																Recreation
Operations Coordinator																Enterprise Services
Personal Training Coordinator																Enterprise Services
Racquet Sports Coordinator																Enterprise Services
Rec Station/Funseekers Coordinator																Recreation
Registration Coordinator																Enterprise Services
Special Events Coordinator																Recreation
Swim Lesson Coordinator																Facilities
Wedding Coordinator																Enterprise Services
Wildier Mansion Event Coordinator																Enterprise Services
	Pay Level	Min-2019	Min-2020	Min-2021	Min-2022	Min-2023	Min-2024	Min-2025	Max-2019	Max-2020	Max-2021	Max-2022	Max-2023	Max-2024	Max-2025	
Program and Facility Directors, Supervisors & Instructors - Level II	B	\$12.00	\$13.50	\$14.50	\$15.50	\$16.50	\$17.50	\$18.50	\$32.00	\$33.50	\$34.50	\$35.50	\$36.50	\$37.50	\$38.50	
Athletic Class Instructor II																Recreation
Assistant Coach/Competitive Gymnastics																Recreation
Early Childhood Instructor II																Recreation
Fitness Assessor																Enterprise Services
Fitness Instructor																Enterprise Services
Inclusion Counselor																Recreation
Manager on Duty/Courts Plus																Enterprise Services
Manager on Duty/The Hub																Facilities
Performing Arts Instructor II																Recreation
Pool Manager																Facilities
Preschool Instructor																Recreation

Exhibit A

Elmhurst Park District
Part-time/Short-term Employee Classification System
Proposed 2019-2025

Rec Station Site Director
Recreational Gymnastics Instructor II
Staff Tennis Professional

Recreation
Recreation
Enterprise Services

Pay Level	Min-2019	Min-2020	Min-2021	Min-2022	Min-2023	Min-2024	Min-2025	Max-2019	Max-2020	Max-2021	Max-2022	Max-2023	Max-2024	Max-2025
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Program and Facility Directors, Supervisors & Instructors - Level I
C
Assistant Pool Manager
Assistant Preschool Instructor
Associate Tennis Professional
Athletic Class Instructor I
Athletic Site Supervisor II
Camp Director
Early Childhood Instructor I
Funseekers Day Camp Director
Lifeguard Instructor
Park Ambassador
Performing Arts Instructor I
Rec Station Assistant Site Director
Recreational Gymnastics Instructor I

Facilities
Recreation
Enterprise Services
Recreation
Enterprise Services
Recreation
Recreation
Facilities
Parks
Recreation
Recreation
Recreation

Pay Level	Min-2019	Min-2020	Min-2021	Min-2022	Min-2023	Min-2024	Min-2025	Max-2019	Max-2020	Max-2021	Max-2022	Max-2023	Max-2024	Max-2025
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Administrative Staff
D
Accounting Clerk
Administrative Assistant
Administrative Assistant/Marketing
Administrative Assistant/Recreation
File Clerk
Intern/Finance & HR
Intern/IT
Intern/Marketing
Intern/Recreation
Membership Associate
Messenger
Registration Clerk

Enterprise Services
Administration
Marketing & Communications
Recreation
Enterprise Services
Finance & HR
Information Technology
Marketing & Communications
Recreation
Enterprise Services
Administration
Recreation

Pay Level	Min-2019	Min-2020	Min-2021	Min-2022	Min-2023	Min-2024	Min-2025	Max-2019	Max-2020	Max-2021	Max-2022	Max-2023	Max-2024	Max-2025
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Maintenance Staff
D
Equipment Technician/Parks
Facilities Worker I/Enterprise Services
Facilities Worker I/Facilities
Facilities Worker II/Enterprise Services
Facilities Worker II/Recreation Buildings
Grounds Worker I/Golf Course
Grounds Worker I/Parks
Grounds Worker II/Golf Course
Grounds & Facilities Worker I/The Hub
Grounds & Facilities Worker II/Facilities
Maintenance Operations Assistant
RGA Crew Leader/Parks
Weekend Waterer/Parks

Parks
Enterprise Services
Facilities
Enterprise Services
Facilities
Enterprise Services
Parks
Enterprise Services
Facilities
Facilities
Enterprise Services
Parks
Parks

Pay Level	Min-2019	Min-2020	Min-2021	Min-2022	Min-2023	Min-2024	Min-2025	Max-2019	Max-2020	Max-2021	Max-2022	Max-2023	Max-2024	Max-2025
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Program Staff & Attendants - Level II
D
Assistant Golf Professional
Assistant Tennis Instructor
Climbing Wall Staff II
Cook
Driving Range Attendant

Enterprise Services
Enterprise Services
Enterprise Services
Enterprise Services
Enterprise Services

Exhibit A

**Elmhurst Park District
Part-time/Short-term Employee Classification System
Proposed 2019-2025**

Fitness Floor Staff II
Inclusion Aid II
Kids Plus Instructor
Lifeguard/Courts Plus
Marketing Event Staff II
Private Swim Lesson Instructor
Racquet Sports Assistant
Senior Program Assistant
Rec Station Leader II

Enterprise Services
Recreation
Enterprise Services
Enterprise Services
Marketing & Communications
Facilities
Enterprise Services
Recreation
Recreation

Pay Level	Min-2019	Min-2020	Min-2021	Min-2022	Min-2023	Min-2024	Min-2025	Max-2019	Max-2020	Max-2021	Max-2022	Max-2023	Max-2024	Max-2025
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Program Staff & Attendants - Level I
Admissions Staff
Assistant Aquatics Instructor
Assistant Athletic Class Instructor
Assistant Performing Arts Instructor
Athletic Site Supervisor I
Bartender/Banquet Server
Camp Counselor
Cashier
Climbing Wall Staff I
Concessions Staff
Fitness Assistant
Fitness Floor Staff I
Funseekers Day Camp Counselor
Guest Services
Inclusion Aid I
Junior Golf Camp Counselor
Kids Plus Attendant
Lifeguard/Outdoor Pools
Marketing Event Staff I
Party Leader/Aquatics
Party Leader/Courts Plus
Party Leader/The Hub
Rec Station Leader I
Service Desk Staff
Swim Camp Counselor
Swim Lesson Instructor
Youth Gym Staff

E	\$8.50	\$10.00	\$11.00	\$12.00	\$13.00	\$14.00	\$15.00	\$13.50	\$15.00	\$16.00	\$17.00	\$18.00	\$19.00	\$20.00
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Facilities
Facilities
Recreation
Recreation
Recreation
Enterprise Services
Enterprise Services
Enterprise Services
Facilities
Enterprise Services
Enterprise Services
Recreation
Facilities
Recreation
Enterprise Services
Enterprise Services
Facilities
Marketing & Communications
Facilities
Enterprise Services
Enterprise Services
Facilities
Facilities
Parks & Facilities
Recreation
Enterprise Services
Facilities
Facilities
Enterprise Services

Exhibit B

Current						January 1, 2020					
Orange Indicates Market Data Available						Minimum Wage \$9.25 / hour					
Minimum Wage \$8.25 / hour						Pay Period Starts Mon Dec 23, 2019					
PT Pay Level	Job Title	Min	Mid	Max	Range Spread	PT Pay Level	Job Title	Min	Mid	Max	Range Spread
1	Open Gym Attendant Weight Room Attendant Street Theater Actor	\$ 8.25	\$ 10.31	\$ 12.38	50%	1	Open Gym Attendant Weight Room Attendant Street Theater Actor	\$ 9.25	\$ 11.56	\$ 13.88	50%
2	Camp Counselor (all, except KA) Concessions Staff Pool Cashier Nursery Staff Birthday Party Host - CRC, SC Indoor Field Supervisor - SC Front Desk Staff - Bock SV - Environmental Ed Specialists / Program Leaders	\$ 9.00	\$ 11.25	\$ 13.50	50%	2	Camp Counselor (all, except KASPER) Concessions Staff Pool Cashier Nursery Staff Birthday Party Host - CRC, SC Indoor Field Supervisor - SC Front Desk Staff - Bock SV - Environmental Ed Specialists / Program Leaders	\$ 9.25	\$ 11.56	\$ 13.88	50%
3	KASPER Counselor Preschool Camp Counselor Front Counter / Desk Staff Day Time Front Counter / Desk - SC Front Desk Staff - WW, SC, CRC Sport Clinic Instructor - SC Scorekeeper - SC Custodian - SC Golf Staff - WG Birthday Party Coordinator Gymnastics Coach Olympic Park Supervisor Farm - Program Leaders	\$ 10.00	\$ 12.50	\$ 15.00	50%	3	KASPER Counselor Preschool Camp Counselor Front Counter / Desk Staff Day Time Front Counter / Desk - SC Front Desk Staff - WW, SC, CRC Sport Clinic Instructor - SC Scorekeeper - SC Custodian - SC Golf Staff - WG Birthday Party Coordinator Gymnastics Coach Olympic Park Supervisor Farm - Program Leaders	\$ 10.00	\$ 12.50	\$ 15.00	50%
4	Lifeguards Swim Instructors Farm - Receptionist SV - Receptionist	\$ 11.00	\$ 13.75	\$ 16.50	50%	4	Lifeguards Swim Instructors Farm - Receptionist SV - Receptionist	\$ 11.00	\$ 13.75	\$ 16.50	50%

Exhibit B

	Intern						Intern					
	Specialty Camp Instructor						Specialty Camp Instructor					
	Front Desk open/close						Front Desk open/close					
5	Head Lifeguard	\$ 12.00	\$ 15.00	\$ 18.00	50%		5	Head Lifeguard	\$ 12.00	\$ 15.00	\$ 18.00	50%
	Swim Lesson Coordinator							Swim Lesson Coordinator				
	WW Concessions Manager							WW Concessions Manager				
	Preschool Teacher							Preschool Teacher				
	Camp Director							Camp Director				
	Administrative Assistant (CRC, MRC, STP)							Administrative Assistant (CRC, MRC, STP)				
	Park Maintenance Worker							Park Maintenance Worker				
	Golf Course Maintenance Worker							Golf Course Maintenance Worker				
	SV Maintenance Staff							SV Maintenance Staff				
	SV Conservation Staff							SV Conservation Staff				
	Athletic League Coordinator							Athletic League Coordinator				
	Senior Center Staff							Senior Center Staff				
6	Custodian	\$ 13.00	\$ 16.25	\$ 19.50	50%		6	Custodian	\$ 13.00	\$ 16.25	\$ 19.50	50%
	Building Coordinator - SC							Building Coordinator - SC				
	SV - Weekend Host							SV - Weekend Host				
	Pool Manager							Pool Manager				
7	IT Support Technician	\$ 14.00	\$ 17.50	\$ 21.00	50%		7	IT Support Technician	\$ 14.00	\$ 17.50	\$ 21.00	50%
	Early Childhood Staff							Early Childhood Staff				
8	Concessions Manager	\$ 15.00	\$ 18.75	\$ 22.50	50%		8	Concessions Manager	\$ 15.00	\$ 18.75	\$ 22.50	50%
	HR Assistant							HR Assistant				
	Parts Clerk							Parts Clerk				
	Preschool Teacher							Preschool Teacher				
	Farm - Agricultural Assistant							Farm - Agricultural Assistant				
	Early Childhood Instructor							Early Childhood Instructor				
	Party Office Staff							Party Office Staff				
9	KASPER Site Director	\$ 16.00	\$ 20.00	\$ 24.00	50%		9	KASPER Site Director	\$ 16.00	\$ 20.00	\$ 24.00	50%
	KASPER Trips & Enrichment Coordinator							KASPER Trips & Enrichment Coordinator				
	Bus Driver (CDL) - KASPER, Senior Trips							Bus Driver (CDL) - KASPER, Senior Trips				

Exhibit B

10	Cultural Arts Tech Staff	\$ 17.00	\$ 21.25	\$ 25.50	50%
11	Communications Assistant	\$ 18.00	\$ 22.50	\$ 27.00	50%
12	Assistant Manager -SC Gymnastics Coordinator	\$ 19.00	\$ 23.75	\$ 28.50	50%
X	Accountant Sports Official - Volleyball Fitness - Personal Trainer Fitness - Group Exercise Instructor Massage Therapist	\$ 25.00	\$ 31.25	\$ 37.50	50%

10	Cultural Arts Tech Staff	\$ 17.00	\$ 21.25	\$ 25.50	50%
11	Communications Assistant	\$ 18.00	\$ 22.50	\$ 27.00	50%
12	Assistant Manager -SC Gymnastics Coordinator	\$ 19.00	\$ 23.75	\$ 28.50	50%
X	Accountant Sports Official - Volleyball Fitness - Personal Trainer Fitness - Group Exercise Instructor Massage Therapist	\$ 25.00	\$ 31.25	\$ 37.50	50%

MISSING PT JOB TITLES
Cultural Arts Staff
Dance Instructor
Data Entry Clerk
Delivery Clerk
Fleet Maintenance Staff
KASPER Van Driver
Music Instructor
Park Ranger
Referee / Sports Official
Video Editor
Golf Ranger / Rover
Golf Cart Attendant
Walnut Greens Manager

Exhibit B

July 1, 2020

Minimum Wage \$10.00 / hour

Pay Period Starts Mon June 22, 2020

PT Pay Level	Job Title	Min	Mid	Max	Range Spread
1	Open Gym Attendant Weight Room Attendant Street Theater Actor	\$ 10.00	\$ 12.50	\$ 15.00	50%
2	Camp Counselor (all, except K Concessions Staff Pool Cashier Nursery Staff Birthday Party Host - CRC, SC Indoor Field Supervisor - SC Front Desk Staff - Bock SV - Environmenal Ed Specialists / Program Leaders	\$ 10.00	\$ 12.50	\$ 15.00	50%
3	KASPER Counselor Preschool Camp Counselor Front Counter / Desk Staff Day Time Front Counter / Desk - SC Front Desk Staff - WW, SC, CRC Sport Clinic Instructor - SC Scorekeeper - SC Custodian - SC Golf Staff - WG Birthday Party Coordinator Gymnastics Coach Olympic Park Supervisor Farm - Program Leaders	\$ 10.00	\$ 12.50	\$ 15.00	50%
4	Lifeguards Swim Instructors Farm - Receptionist SV - Receptionist	\$ 11.00	\$ 13.75	\$ 16.50	50%

January 1, 2021

Minimum Wage \$11.00 / hour

Pay Period Starts Mon Dec 21, 2020

PT Pay Level	Job Title	Min	Mid	Max	Range Spread
1	Open Gym Attendant Weight Room Attendant Street Theater Actor	\$ 11.00	\$ 13.75	\$ 16.50	50%
2	Camp Counselor (all, except KASP Concessions Staff Pool Cashier Nursery Staff Birthday Party Host - CRC, SC Indoor Field Supervisor - SC Front Desk Staff - Bock SV - Environmenal Ed Specialists / Program Leaders	\$ 11.00	\$ 13.75	\$ 16.50	50%
3	KASPER Counselor Preschool Camp Counselor Front Counter / Desk Staff Day Time Front Counter / Desk - SC Front Desk Staff - WW, SC, CRC Sport Clinic Instructor - SC Scorekeeper - SC Custodian - SC Golf Staff - WG Birthday Party Coordinator Gymnastics Coach Olympic Park Supervisor Farm - Program Leaders	\$ 11.00	\$ 13.75	\$ 16.50	50%
4	Lifeguards Swim Instructors Farm - Receptionist SV - Receptionist	\$ 11.00	\$ 13.75	\$ 16.50	50%

Exhibit B

	Intern				
	Specialty Camp Instructor				
	Front Desk open/close				
5	Head Lifeguard	\$ 12.00	\$ 15.00	\$ 18.00	50%
	Swim Lesson Coordinator				
	WW Concessions Manager				
	Preschool Teacher				
	Camp Director				
	Administrative Assistant (CRC, MRC, STP)				
	Park Maintenance Worker				
	Golf Course Maintenance Worker				
	SV Maintenance Staff				
	SV Conservation Staff				
	Athletic League Coordinator				
	Senior Center Staff				
6	Custodian	\$ 13.00	\$ 16.25	\$ 19.50	50%
	Building Coordinator - SC				
	SV - Weekend Host				
	Pool Manager				
7	IT Support Technician	\$ 14.00	\$ 17.50	\$ 21.00	50%
	Early Childhood Staff				
8	Concessions Manager	\$ 15.00	\$ 18.75	\$ 22.50	50%
	HR Assistant				
	Parts Clerk				
	Preschool Teacher				
	Farm - Agricultural Assistant				
	Early Childhood Instructor				
	Party Office Staff				
9	KASPER Site Director	\$ 16.00	\$ 20.00	\$ 24.00	50%
	KASPER Trips & Enrichment Coordinator				
	Bus Driver (CDL) - KASPER, Senior Trips				

	Intern				
	Specialty Camp Instructor				
	Front Desk open/close				
5	Head Lifeguard	\$ 12.00	\$ 15.00	\$ 18.00	50%
	Swim Lesson Coordinator				
	WW Concessions Manager				
	Preschool Teacher				
	Camp Director				
	Administrative Assistant (CRC, MRC, STP)				
	Park Maintenance Worker				
	Golf Course Maintenance Worker				
	SV Maintenance Staff				
	SV Conservation Staff				
	Athletic League Coordinator				
	Senior Center Staff				
6	Custodian	\$ 13.00	\$ 16.25	\$ 19.50	50%
	Building Coordinator - SC				
	SV - Weekend Host				
	Pool Manager				
7	IT Support Technician	\$ 14.00	\$ 17.50	\$ 21.00	50%
	Early Childhood Staff				
8	Concessions Manager	\$ 15.00	\$ 18.75	\$ 22.50	50%
	HR Assistant				
	Parts Clerk				
	Preschool Teacher				
	Farm - Agricultural Assistant				
	Early Childhood Instructor				
	Party Office Staff				
9	KASPER Site Director	\$ 16.00	\$ 20.00	\$ 24.00	50%
	KASPER Trips & Enrichment Coordinator				
	Bus Driver (CDL) - KASPER, Senior Trips				

Exhibit B

10	Cultural Arts Tech Staff	\$ 17.00	\$ 21.25	\$ 25.50	50%	10	Cultural Arts Tech Staff	\$ 17.00	\$ 21.25	\$ 25.50	50%
11	Communications Assistant	\$ 18.00	\$ 22.50	\$ 27.00	50%	11	Communications Assistant	\$ 18.00	\$ 22.50	\$ 27.00	50%
12	Assistant Manager -SC Gymnastics Coordinator	\$ 19.00	\$ 23.75	\$ 28.50	50%	12	Assistant Manager -SC Gymnastics Coordinator	\$ 19.00	\$ 23.75	\$ 28.50	50%
X	Accountant Sports Official - Volleyball Fitness - Personal Trainer Fitness - Group Exercise Instructor Massage Therapist	\$ 25.00	\$ 31.25	\$ 37.50	50%	X	Accountant Sports Official - Volleyball Fitness - Personal Trainer Fitness - Group Exercise Instructor Massage Therapist	\$ 25.00	\$ 31.25	\$ 37.50	50%

January 1, 2022

Minimum Wage \$12.00 / hour

Pay Period Starts Mon Dec 20, 2021

PT Pay Level	Job Title	Min	Mid	Max	Range Spread
1	Open Gym Attendant Weight Room Attendant Street Theater Actor	\$ 12.00	\$ 15.00	\$ 18.00	50%
2	Camp Counselor (all, except KASPER) Concessions Staff Pool Cashier Nursery Staff Birthday Party Host - CRC, SC Indoor Field Supervisor - SC Front Desk Staff - Bock SV - Environmental Ed Specialists / Program Leaders	\$ 12.00	\$ 15.00	\$ 18.00	50%
3	KASPER Counselor Preschool Camp Counselor Front Counter / Desk Staff Day Time Front Counter / Desk - SC Front Desk Staff - WW, SC, CRC Sport Clinic Instructor - SC Scorekeeper - SC Custodian - SC Golf Staff - WG Birthday Party Coordinator Gymnastics Coach Olympic Park Supervisor Farm - Program Leaders	\$ 12.00	\$ 15.00	\$ 18.00	50%
4	Lifeguards Swim Instructors Farm - Receptionist SV - Receptionist	\$ 12.00	\$ 15.00	\$ 18.00	50%

January 1, 2023

Minimum Wage \$13.00 / hour

Pay Period Starts Mon Dec 19, 2022

PT Pay Level	Job Title	Min	Mid	Max	Range Spread
1	Open Gym Attendant Weight Room Attendant Street Theater Actor	\$ 13.00	\$ 16.25	\$ 19.50	50%
2	Camp Counselor (all, except KASPER) Concessions Staff Pool Cashier Nursery Staff Birthday Party Host - CRC, SC Indoor Field Supervisor - SC Front Desk Staff - Bock SV - Environmental Ed Specialists / Program Leaders	\$ 13.00	\$ 16.25	\$ 19.50	50%
3	KASPER Counselor Preschool Camp Counselor Front Counter / Desk Staff Day Time Front Counter / Desk - SC Front Desk Staff - WW, SC, CRC Sport Clinic Instructor - SC Scorekeeper - SC Custodian - SC Golf Staff - WG Birthday Party Coordinator Gymnastics Coach Olympic Park Supervisor Farm - Program Leaders	\$ 13.00	\$ 16.25	\$ 19.50	50%
4	Lifeguards Swim Instructors Farm - Receptionist SV - Receptionist	\$ 13.00	\$ 16.25	\$ 19.50	50%

Exhibit B

	Intern Specialty Camp Instructor Front Desk open/close				
5	Head Lifeguard Swim Lesson Coordinator WW Concessions Manager Preschool Teacher Camp Director Administrative Assistant (CRC, MRC, STP) Park Maintenance Worker Golf Course Maintenance Worker SV Maintenance Staff SV Conservation Staff Athletic League Coordinator Senior Center Staff	\$ 12.00	\$ 15.00	\$ 18.00	50%
6	Custodian Building Coordinator - SC SV - Weekend Host Pool Manager	\$ 13.00	\$ 16.25	\$ 19.50	50%
7	IT Support Technician Early Childhood Staff	\$ 14.00	\$ 17.50	\$ 21.00	50%
8	Concessions Manager HR Assistant Parts Clerk Preschool Teacher Farm - Agricultural Assistant Early Childhood Instructor Party Office Staff	\$ 15.00	\$ 18.75	\$ 22.50	50%
9	KASPER Site Director KASPER Trips & Enrichment Coordinator Bus Driver (CDL) - KASPER, Senior Trips	\$ 16.00	\$ 20.00	\$ 24.00	50%

	Intern Specialty Camp Instructor Front Desk open/close				
5	Head Lifeguard Swim Lesson Coordinator WW Concessions Manager Preschool Teacher Camp Director Administrative Assistant (CRC, MRC, STP) Park Maintenance Worker Golf Course Maintenance Worker SV Maintenance Staff SV Conservation Staff Athletic League Coordinator Senior Center Staff	\$ 13.00	\$ 16.25	\$ 19.50	50%
6	Custodian Building Coordinator - SC SV - Weekend Host Pool Manager	\$ 13.00	\$ 16.25	\$ 19.50	50%
7	IT Support Technician Early Childhood Staff	\$ 14.00	\$ 17.50	\$ 21.00	50%
8	Concessions Manager HR Assistant Parts Clerk Preschool Teacher Farm - Agricultural Assistant Early Childhood Instructor Party Office Staff	\$ 15.00	\$ 18.75	\$ 22.50	50%
9	KASPER Site Director KASPER Trips & Enrichment Coordinator Bus Driver (CDL) - KASPER, Senior Trips	\$ 16.00	\$ 20.00	\$ 24.00	50%

Exhibit B

10	Cultural Arts Tech Staff	\$ 17.00	\$ 21.25	\$ 25.50	50%
11	Communications Assistant	\$ 18.00	\$ 22.50	\$ 27.00	50%
12	Assistant Manager -SC Gymnastics Coordinator	\$ 19.00	\$ 23.75	\$ 28.50	50%
X	Accountant Sports Official - Volleyball Fitness - Personal Trainer Fitness - Group Exercise Instructor Massage Therapist	\$ 25.00	\$ 31.25	\$ 37.50	50%

10	Cultural Arts Tech Staff	\$ 17.00	\$ 21.25	\$ 25.50	50%
11	Communications Assistant	\$ 18.00	\$ 22.50	\$ 27.00	50%
12	Assistant Manager -SC Gymnastics Coordinator	\$ 19.00	\$ 23.75	\$ 28.50	50%
X	Accountant Sports Official - Volleyball Fitness - Personal Trainer Fitness - Group Exercise Instructor Massage Therapist	\$ 25.00	\$ 31.25	\$ 37.50	50%

Exhibit B

January 1, 2024

Minimum Wage \$14.00 / hour

Pay Period Starts Mon Jan 1, 2024

PT Pay Level	Job Title	Min	Mid	Max	Range Spread
1	Open Gym Attendant Weight Room Attendant Street Theater Actor	\$ 14.00	\$ 17.50	\$ 21.00	50%
2	Camp Counselor (all, except KASPER) Concessions Staff Pool Cashier Nursery Staff Birthday Party Host - CRC, SC Indoor Field Supervisor - SC Front Desk Staff - Bock SV - Environmental Ed Specialists / Program Leaders	\$ 14.00	\$ 17.50	\$ 21.00	50%
3	KASPER Counselor Preschool Camp Counselor Front Counter / Desk Staff Day Time Front Counter / Desk - SC Front Desk Staff - WW, SC, CRC Sport Clinic Instructor - SC Scorekeeper - SC Custodian - SC Golf Staff - WG Birthday Party Coordinator Gymnastics Coach Olympic Park Supervisor Farm - Program Leaders	\$ 14.00	\$ 17.50	\$ 21.00	50%
4	Lifeguards Swim Instructors Farm - Receptionist SV - Receptionist	\$ 14.00	\$ 17.50	\$ 21.00	50%

January 1, 2025

Minimum Wage \$15.00 / hour

Pay Period Starts Mon Dec 30, 2024

PT Pay Level	Job Title	Minimum	Midpoint	Maximum	Range Spread
1	Open Gym Attendant Weight Room Attendant Street Theater Actor	\$ 15.00	\$ 18.75	\$ 22.50	50%
2	Camp Counselor (all, except KASPER) Concessions Staff Pool Cashier Nursery Staff Birthday Party Host - CRC, SC Indoor Field Supervisor - SC Front Desk Staff - Bock SV - Environmental Ed Specialists / Program Leaders	\$ 15.00	\$ 18.75	\$ 22.50	50%
3	KASPER Counselor Preschool Camp Counselor Front Counter / Desk Staff Day Time Front Counter / Desk - SC Front Desk Staff - WW, SC, CRC Sport Clinic Instructor - SC Scorekeeper - SC Custodian - SC Golf Staff - WG Birthday Party Coordinator Gymnastics Coach Olympic Park Supervisor Farm - Program Leaders	\$ 15.00	\$ 18.75	\$ 22.50	50%
4	Lifeguards Swim Instructors Farm - Receptionist SV - Receptionist	\$ 15.00	\$ 18.75	\$ 22.50	50%

Exhibit B

	Intern				
	Specialty Camp Instructor				
	Front Desk open/close				
5	Head Lifeguard	\$ 14.00	\$ 17.50	\$ 21.00	50%
	Swim Lesson Coordinator				
	WW Concessions Manager				
	Preschool Teacher				
	Camp Director				
	Administrative Assistant (CRC, MRC, STP)				
	Park Maintenance Worker				
	Golf Course Maintenance Worker				
	SV Maintenance Staff				
	SV Conservation Staff				
	Athletic League Coordinator				
	Senior Center Staff				
6	Custodian	\$ 14.00	\$ 17.50	\$ 21.00	50%
	Building Coordinator - SC				
	SV - Weekend Host				
	Pool Manager				
7	IT Support Technician	\$ 14.00	\$ 17.50	\$ 21.00	50%
	Early Childhood Staff				
8	Concessions Manager	\$ 15.00	\$ 18.75	\$ 22.50	50%
	HR Assistant				
	Parts Clerk				
	Preschool Teacher				
	Farm - Agricultural Assistant				
	Early Childhood Instructor				
	Party Office Staff				
9	KASPER Site Director	\$ 16.00	\$ 20.00	\$ 24.00	50%
	KASPER Trips & Enrichment Coordinator				
	Bus Driver (CDL) - KASPER, Senior Trips				

	Intern				
	Specialty Camp Instructor				
	Front Desk open/close				
5	Head Lifeguard	\$ 15.00	\$ 18.75	\$ 22.50	50%
	Swim Lesson Coordinator				
	WW Concessions Manager				
	Preschool Teacher				
	Camp Director				
	Administrative Assistant (CRC, MRC, STP)				
	Park Maintenance Worker				
	Golf Course Maintenance Worker				
	SV Maintenance Staff				
	SV Conservation Staff				
	Athletic League Coordinator				
	Senior Center Staff				
6	Custodian	\$ 15.00	\$ 18.75	\$ 22.50	50%
	Building Coordinator - SC				
	SV - Weekend Host				
	Pool Manager				
7	IT Support Technician	\$ 15.00	\$ 18.75	\$ 22.50	50%
	Early Childhood Staff				
8	Concessions Manager	\$ 15.00	\$ 18.75	\$ 22.50	50%
	HR Assistant				
	Parts Clerk				
	Preschool Teacher				
	Farm - Agricultural Assistant				
	Early Childhood Instructor				
	Party Office Staff				
9	KASPER Site Director	\$ 16.00	\$ 20.00	\$ 24.00	50%
	KASPER Trips & Enrichment Coordinator				
	Bus Driver (CDL) - KASPER, Senior Trips				

Exhibit B

10	Cultural Arts Tech Staff	\$ 17.00	\$ 21.25	\$ 25.50	50%
11	Communications Assistant	\$ 18.00	\$ 22.50	\$ 27.00	50%
12	Assistant Manager -SC Gymnastics Coordinator	\$ 19.00	\$ 23.75	\$ 28.50	50%
X	Accountant Sports Official - Volleyball Fitness - Personal Trainer Fitness - Group Exercise Instructor Massage Therapist	\$ 25.00	\$ 31.25	\$ 37.50	50%

10	Cultural Arts Tech Staff	\$ 17.00	\$ 21.25	\$ 25.50	50%
11	Communications Assistant	\$ 18.00	\$ 22.50	\$ 27.00	50%
12	Assistant Manager -SC Gymnastics Coordinator	\$ 19.00	\$ 23.75	\$ 28.50	50%
X	Accountant Sports Official - Volleyball Fitness - Personal Trainer Fitness - Group Exercise Instructor Massage Therapist	\$ 25.00	\$ 31.25	\$ 37.50	50%

Current Hiring Pay Rates Based on Current Practice Minimum Wage \$8.25 / hour						January 1, 2020 Minimum Wage \$9.25 / hour Pay Period Starts Mon Dec 23, 2019					
PT Pay Level	Job Title	Min	Mid	Max	Range Spread	PT Pay Level	Job Title	Min	Mid	Max	Range Spread
1	Open Gym Attendant Weight Room Attendant Street Theater Actor	\$ 8.25	\$ 10.31	\$ 12.38	50%	1		\$ 9.25	\$ 11.56	\$ 13.88	50%
2	Camp Counselor (all, except KASPE Concessions Staff Pool Cashier Nursery Staff Birthday Party Host - CRC, SC Indoor Field Supervisor - SC Front Desk Staff - Bock SV - Environmental Ed Specialists / Program Leaders	\$ 9.00	\$ 11.25	\$ 13.50	50%	2		\$ 10.00	\$ 12.50	\$ 15.00	50%
3	KASPER Counselor Preschool Camp Counselor Front Counter / Desk Staff Day Time Front Counter / Desk - SC Front Desk Staff - WW, SC, CRC Sport Clinic Instructor - SC Scorekeeper - SC Custodian - SC Golf Staff - WG Birthday Party Coordinator Gymnastics Coach Olympic Park Supervisor Farm - Program Leaders	\$ 10.00	\$ 12.50	\$ 15.00	50%	3		\$ 11.00	\$ 13.75	\$ 16.50	50%
4	Lifeguards Swim Instructors Farm - Receptionist SV - Receptionist Intern Specialty Camp Instructor Front Desk open/close	\$ 11.00	\$ 13.75	\$ 16.50	50%	4		\$ 12.00	\$ 15.00	\$ 18.00	50%
5	Head Lifeguard Swim Lesson Coordinator WW Concessions Manager Preschool Teacher Camp Director Administrative Assistant (CRC, MRC, STP) Park Maintenance Worker Golf Course Maintenance Worker SV Maintenance Staff SV Conservation Staff Athletic League Coordinator Senior Center Staff	\$ 12.00	\$ 15.00	\$ 18.00	50%	5		\$ 13.00	\$ 16.25	\$ 19.50	50%
6	Custodian Building Coordinator - SC SV - Weekend Host Pool Manager	\$ 13.00	\$ 16.25	\$ 19.50	50%	6		\$ 14.00	\$ 17.50	\$ 21.00	50%

Exhibit B

7	IT Support Technician Early Childhood Staff	\$ 14.00	\$ 17.50	\$ 21.00	50%	7	\$ 15.00	\$ 18.75	\$ 22.50	50%
8	Concessions Manager HR Assistant Parts Clerk Preschool Teacher Farm - Agricultural Assistant Early Childhood Instructor Party Office Staff	\$ 15.00	\$ 18.75	\$ 22.50	50%	8	\$ 16.00	\$ 20.00	\$ 24.00	50%
9	KASPER Site Director KASPER Trips & Enrichment Coordinator Bus Driver (CDL) - KASPER, Senior Trips	\$ 16.00	\$ 20.00	\$ 24.00	50%	9	\$ 17.00	\$ 21.25	\$ 25.50	50%
10	Cultural Arts Tech Staff	\$ 17.00	\$ 21.25	\$ 25.50	50%	10	\$ 18.00	\$ 22.50	\$ 27.00	50%
11	Communications Assistant	\$ 18.00	\$ 22.50	\$ 27.00	50%	11	\$ 19.00	\$ 23.75	\$ 28.50	50%
12	Assistant Manager -SC Gymnastics Coordinator	\$ 19.00	\$ 23.75	\$ 28.50	50%	12	\$ 20.00	\$ 25.00	\$ 30.00	50%
X	Accountant Sports Official - Volleyball Fitness - Personal Trainer Fitness - Group Exercise Instructor Massage Therapist	\$ 25.00	\$ 31.25	\$ 37.50	50%					

MISSING PT JOB TITLES

Cultural Arts Staff
Dance Instructor
Data Entry Clerk
Delivery Clerk
Fleet Maintenance Staff
KASPER Van Driver
Music Instructor
Park Ranger
Referee / Sports Official
Video Editor
Golf Ranger / Rover
Golf Cart Attendant
Walnut Greens Manager

July 1, 2020						January 1, 2021					
Minimum Wage \$10.00 / hour						Minimum Wage \$11.00 / hour					
Pay Period Starts Mon June 22, 2020						Pay Period Starts Mon Dec 21, 2020					
PT Pay Level	Job Title	Min	Mid	Max	Range Spread	PT Pay Level	Job Title	Min	Mid	Max	Range Spread
1		\$ 10.00	\$ 12.50	\$ 15.00	50%	1		\$ 11.00	\$ 13.75	\$ 16.50	50%
2		\$ 11.00	\$ 13.75	\$ 16.50	50%	2		\$ 12.00	\$ 15.00	\$ 18.00	50%
3		\$ 12.00	\$ 15.00	\$ 18.00	50%	3		\$ 13.00	\$ 16.25	\$ 19.50	50%
4		\$ 13.00	\$ 16.25	\$ 19.50	50%	4		\$ 14.00	\$ 17.50	\$ 21.00	50%
5		\$ 14.00	\$ 17.50	\$ 21.00	50%	5		\$ 15.00	\$ 18.75	\$ 22.50	50%
6		\$ 15.00	\$ 18.75	\$ 22.50	50%	6		\$ 16.00	\$ 20.00	\$ 24.00	50%

Exhibit B

7	\$ 16.00	\$ 20.00	\$ 24.00	50%
8	\$ 17.00	\$ 21.25	\$ 25.50	50%
9	\$ 18.00	\$ 22.50	\$ 27.00	50%
10	\$ 19.00	\$ 23.75	\$ 28.50	50%
11	\$ 20.00	\$ 25.00	\$ 30.00	50%
12	\$ 21.00	\$ 26.25	\$ 31.50	50%

7	\$ 17.00	\$ 21.25	\$ 25.50	50%
8	\$ 18.00	\$ 22.50	\$ 27.00	50%
9	\$ 19.00	\$ 23.75	\$ 28.50	50%
10	\$ 20.00	\$ 25.00	\$ 30.00	50%
11	\$ 21.00	\$ 26.25	\$ 31.50	50%
12	\$ 22.00	\$ 27.50	\$ 33.00	50%

January 1, 2022

Minimum Wage \$12.00 / hour

Pay Period Starts Mon Dec 20, 2021

PT Pay Level	Job Title	Min	Mid	Max	Range Spread
1		\$ 12.00	\$ 15.00	\$ 18.00	50%
2		\$ 13.00	\$ 16.25	\$ 19.50	50%
3		\$ 14.00	\$ 17.50	\$ 21.00	50%
4		\$ 15.00	\$ 18.75	\$ 22.50	50%
5		\$ 16.00	\$ 20.00	\$ 24.00	50%
6		\$ 17.00	\$ 21.25	\$ 25.50	50%

January 1, 2023

Minimum Wage \$13.00 / hour

Pay Period Starts Mon Dec 19, 2022

PT Pay Level	Job Title	Min	Mid	Max	Range Spread
1		\$ 13.00	\$ 16.25	\$ 19.50	50%
2		\$ 14.00	\$ 17.50	\$ 21.00	50%
3		\$ 15.00	\$ 18.75	\$ 22.50	50%
4		\$ 16.00	\$ 20.00	\$ 24.00	50%
5		\$ 17.00	\$ 21.25	\$ 25.50	50%
6		\$ 18.00	\$ 22.50	\$ 27.00	50%

Exhibit B

7	\$ 18.00	\$ 22.50	\$ 27.00	50%
8	\$ 19.00	\$ 23.75	\$ 28.50	50%
9	\$ 20.00	\$ 25.00	\$ 30.00	50%
10	\$ 21.00	\$ 26.25	\$ 31.50	50%
11	\$ 22.00	\$ 27.50	\$ 33.00	50%
12	\$ 23.00	\$ 28.75	\$ 34.50	50%

7	\$ 19.00	\$ 23.75	\$ 28.50	50%
8	\$ 20.00	\$ 25.00	\$ 30.00	50%
9	\$ 21.00	\$ 26.25	\$ 31.50	50%
10	\$ 22.00	\$ 27.50	\$ 33.00	50%
11	\$ 23.00	\$ 28.75	\$ 34.50	50%
12	\$ 24.00	\$ 30.00	\$ 36.00	50%

January 1, 2024						January 1, 2025					
Minimum Wage \$14.00 / hour						Minimum Wage \$15.00 / hour					
Pay Period Starts Mon Jan 1, 2024						Pay Period Starts Mon Dec 30, 2024					
PT Pay Level	Job Title	Min	Mid	Max	Range Spread	PT Pay Level	Job Title	Minimum	Midpoint	Maximum	Range Spread
1		\$ 14.00	\$ 17.50	\$ 21.00	50%	1		\$ 15.00	\$ 18.75	\$ 22.50	50%
2		\$ 15.00	\$ 18.75	\$ 22.50	50%	2		\$ 16.00	\$ 20.00	\$ 24.00	50%
3		\$ 16.00	\$ 20.00	\$ 24.00	50%	3		\$ 17.00	\$ 21.25	\$ 25.50	50%
4		\$ 17.00	\$ 21.25	\$ 25.50	50%	4		\$ 18.00	\$ 22.50	\$ 27.00	50%
5		\$ 18.00	\$ 22.50	\$ 27.00	50%	5		\$ 19.00	\$ 23.75	\$ 28.50	50%
6		\$ 19.00	\$ 23.75	\$ 28.50	50%	6		\$ 20.00	\$ 25.00	\$ 30.00	50%

Exhibit B

7	\$ 20.00	\$ 25.00	\$ 30.00	50%
8	\$ 21.00	\$ 26.25	\$ 31.50	50%
9	\$ 22.00	\$ 27.50	\$ 33.00	50%
10	\$ 23.00	\$ 28.75	\$ 34.50	50%
11	\$ 24.00	\$ 30.00	\$ 36.00	50%
12	\$ 25.00	\$ 31.25	\$ 37.50	50%

7	\$ 21.00	\$ 26.25	\$ 31.50	50%
8	\$ 22.00	\$ 27.50	\$ 33.00	50%
9	\$ 23.00	\$ 28.75	\$ 34.50	50%
10	\$ 24.00	\$ 30.00	\$ 36.00	50%
11	\$ 25.00	\$ 31.25	\$ 37.50	50%
12	\$ 26.00	\$ 32.50	\$ 39.00	50%