2019 Salary Survey Summary

Objective: This salary survey was conducted to compare and differentiate salaries for recreation specific positions in the surrounding Madison area. The survey includes information from Cambridge, Deforest, Cottage Grove, Mount Horeb, Fitchburg, Oregon, Edgerton, Sun Prairie, Waunakee, Stoughton, and Stoughton High School Pool.

Reasoning: In the past we have lost employees and lifeguards from Stoughton to the Stoughton High School Pool, Bergamont Country Club in Oregon and other community pools.

Outcome: After reviewing the feedback, our sports officials, program assistants, and our program supervisors were being paid market rate. An area that we didn't match up with was our Troll Beach staff. This includes lifeguards, head guards, assistant head guards and supervisor.

Recommendation: Give a $1.00 raise to all Troll Beach positions. By increasing salaries by a dollar that puts us in line with the surrounding areas and this also helps us from competing for employees with areas that were offering their employees a higher pay rate. With this dollar raise this increases our budget from $33,131 to $35,871. A one-dollar increase to admission would generate $15,000 annually. This would be enough to cover the $2,740 difference a one dollar an hour raise would cost.

2019 Admission

Non-Resident Child - $4

Non-Resident Adult - $5

Resident Adult - $4

Resident Child - $3

Proposed 2020 Admission

Non-Resident Child - $5

Non-Resident Adult - $6

Resident Adult - $5

Resident Child - $4

2019 Hourly Wages

Position	Rate
Supervisor	$15.00
Head Guard	$11.25
Asst Head Guard	$10.50
Veteran Guard	$10.00
Rookie Guard	$9.50
Cashier	$8.00

2020 Proposed Hourly Wages

Position	Rate
Supervisor	$16.00
Head Guard	$12.25
Asst Head Guard	$11.50
Veteran Guard	$11.00
Rookie Guard	$10.50
Cashier	$9.00

2020 Admission Fees

Sun Prairie	$4.50	
Edgerton	$4.00	
Monona	$3.00	Child
	$4.00	Resident Adult
	$5.00	Non-Resident Adult
Goodman Pool	$3.00	Resident Child
	$4.00	Resident Adult
	$4.00	Non-Resident Child
	$6.00	Non-Resident Adult
Middleton	$5.00	Adult
	$4.00	Child
verona	$2.00	Resident Child
	$4.00	Resident Adult
	$3.00	Non-Resident Child
	$5.00	Non-Resident Adult