

FY 2023-2024 BUDGET QUESTION
Response to Request for Information

DEPARTMENT(S): Parks and Recreation Department

CBQ NO.: 150

REQUESTED BY: Vela

DATE REQUESTED: 07/27/2023

DATE POSTED: 08/10/2023

REQUEST:

To better understand the funding requirements for a restructured pay scale, please provide a detailed explanation of what would be required to implement the following changes:

- a. increase the pay rate for Barton Springs Open Water Lifeguards to three dollars above the living wage;
 - b. increase the pay rate for the position of Lifeguard 2 to one dollar above the living wage, Lifeguard 3 to two dollars above the living wage, Head Guards to one dollar above LG3s;
 - c. Open Water Head Lifeguards to one dollar above Open Water Lifeguards;
 - d. Facility Managers to 3 dollars above the rate for a Lifeguard 3; and
 - e. adjusting other Aquatics positions accordingly.
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RESPONSE:

The following estimates are based on a pay scale that reflects the living wage increase included in the City Manager's FY2024 Proposed Budget (minimum rate of \$20.80/hr):

- a. Funding needed to increase the pay rate for Barton Springs Open Water Lifeguards, including the Barton Springs lifeguards, to \$3.00 above the living wage: **\$145,500.**
- b. Funding needed to increase the pay rate for the position of Lifeguard 2 to \$1.00 above the living wage, Lifeguard 3 to \$2.00 above the living wage, Head Guards to \$1.00 above LG3's: **\$321,900.**
- c. Funding needed to increase the pay rate for Head Open Water Lifeguards to \$1.00 above Open Water Lifeguards: **\$11,500.**
- d. Funding needed to increase the pay rate for Aquatics Facility Managers to \$3.00 above the rate for a Lifeguard 3: **\$92,300.**
- e. Funding needed to adjust other Aquatics positions to address wage compression should any of the above options be explored, an additional **\$188,400** will be needed.

To implement all suggested increases is an estimated total of: **\$759,600**