

NOT TO EXCEED SALARY BUDGET REVISED FOR 2019-20 MINIMUM WAGE INCREASE

Minimum wage increased from \$7.85 in 2018 to \$8.60 for 2019, representing an increase of 9.55%. Minimum wage is scheduled to increase to \$9.45 on January 1, 2020, representing a 9.88% increase and to \$10.30 on January 1, 2021, representing yet another 9% increase. **Minimum wage will have gone up by 31.2% since we submitted our bid for 2018. We have been very conservative in our increases and are limiting our increase to a 10.5% increase during that same time frame.**

The not-to exceed salary budget was created using the data provided in the Request for Aquatic Management Services. If schedules change from those provided, the not to exceed salary budget will need to be adjusted as well.

	<u>Submittal</u> <u>2019</u>	<u>Revised</u> <u>2019</u>	<u>Revised</u> <u>2020</u>
Indoor	\$111,228	\$113,000	\$117,900
Indoor Programs	\$16,874	\$17,015	\$17,980
Outdoor	\$104,633	\$111,403	\$118,588
Outdoor Programs	\$13,492	\$14,365	\$15,128
Total	\$246,227	\$255,783	\$269,596

<u>Position</u>	<u>2020</u>
Manager	\$17.56
Asst Manager	\$15.85
Head Guard	\$14.72
Lifeguard	\$11.75
Janitorial Aid	\$11.75

The wages listed above are reflective of the maximum wages and include payroll taxes and employment fees paid by MPM.